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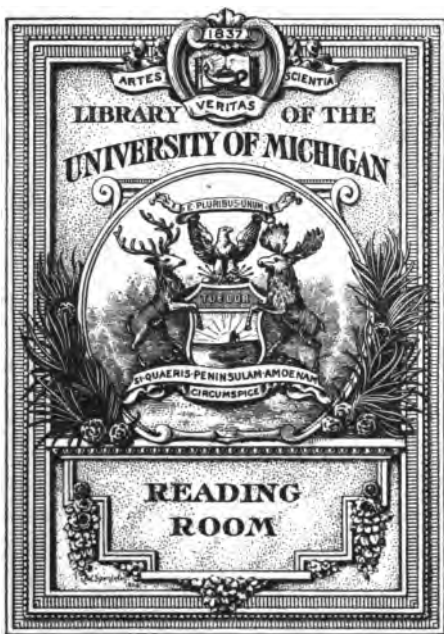
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HOW WOMEN MAY EARN
A LIVING



HOW WOMEN MAY EARN A LIVING

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BY

HELEN CHURCHILL CANDEE



New York

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1900

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TO
All Those Women
WHO LABOR THROUGH NECESSITY
AND NOT CAPRICE

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HOW WOMEN MAY EARN A LIVING

CHAPTER I

FOR ALL WORKERS

A CHANGE in your affairs has come. There are urgent reasons why you should economize. Presently you realize that this is not all—you must actually earn the money with which you are to be economical.

Or it may be you have just grown to womanhood and, on looking about with your clear, fresh eyes, you determine to relieve the family purse of the burden of your support. Those who labor from restlessness or caprice need no help, for success or failure is to them only an incident. Neither shall we consider the great army of young women who take up some sort of occupation as a stepping-stone between school days and matrimony. The influence of matrimony on labor is felt by all thoughtful

women, and no amount of logic nor sociological study will alter the fact that the greatest barrier to woman's success in business is the spectre of a marriage which she may contract, and which throws a shadow on her commercial value in the view of the hard-headed employer.

"I shall never employ a woman in a position of confidence and trust again," is what the head of a large firm said with some bitterness; "twice I have trained a woman into a ten thousand dollar position, and each time I have been thrown back by the woman saying with a blushing face that she has met the man of her choice. If a man marries, he works the harder; if a woman marries, she throws over her position."

He had right on his side, and all have who argue thus; but all those that go to work are not young girls: many, alas, are mature women to whom marriage seems undesirable or who are burdened with incompetent husbands, and these by their earnestness and constancy elevate the standard of efficiency as well as the estimation in which woman's work is held.

There is nothing in the world women like so well as to talk things over, whether the matter

discussed be a social occasion just passed, plans for the winter wardrobe, or plans for a life. In a confidential feminine way we will consider the interests of the woman who is about to determine the extent of her money value to the world. First of all, she must realize that it is not enough that from her proud estate she is willing to enter business. That attitude is in itself a handicap. The truth, a hard one, too, is that the world is already full of workers, and there really is no place for untried hands. Then you must *make* a place, and to do this the woman that works must be of the right sort or her work is desultory and ineffectual. Failure is not always the fault of the occupation chosen, nor of the woman's talents, but comes because she lacks those traits of character that force success.

A club-absorbed woman said to an outsider, "Do you know anything about work that women are doing?"

"No, I don't," was the answer, "but if you had asked me about women who want to know what to do, there'd be plenty to say, for they all seem to be in a despair of indecision."

When a girl or a woman comes to the knowledge that she must earn her living, she seems

4 HOW WOMEN MAY EARN A LIVING

afraid to take the initiative. "So many avenues are now open to women," is the stock argument of those who idly fancy that this makes things easier. As a matter of fact it makes a choice far harder. Years ago when there were but half a dozen occupations that society sanctioned, the talented followed art, the practical took boarders, and the well-educated taught school. It was easy to know which of these things suited the case. But now, with a long list unfolded, there is a feeling of confusion which brings indecision and indirection.

The making of a choice is often all summed up in this, that you shall choose the occupation which best suits *you*. Some other woman on whom you have your eye may be doing something else, and you may envy her; in fact, the further from your scope is her work, the more enviously you gaze. But you will find on examination that her success depends upon the work being suited to the worker. Now go through a rigid self-examination and discover some one thing in which you have unconsciously shown some aptness before the necessity arose for you to work seriously. Don't be too modest about it and say despairingly, "There is absolutely nothing I can do," but examine yourself

dispassionately and critically. Perhaps you have always attracted children, have had a way with them, as the saying goes. Then why not try a kindergarten? Perhaps you have made a success in private theatricals; then there are several things open to you, the legitimate drama if you are willing to make the sacrifices which it involves, or the organizing and managing of charitable entertainments. You may have a quick and clever brush. Then there are sketches of all kinds, from advertisements up to magazine illustrations. Or, your fancy may always have led you in the way of method and mathematics, in which case there will be business opportunities, humble at first, but improving with your growth. If you have never been away from home and know only its industries, that is the very best training in the world for safe wage-earning, because the demand for intelligent workers in the household industries is daily growing. You might become a professional housekeeper, either resident or visiting, or a skilled household worker, or a trained nurse.

I might go on with an indefinite list and not strike your particular case, so you must help yourself to the right line of choice. Even

though a mistake is made in the first selection it will help in the march of progress, for every sort of experience has a value to the working woman. Her greatest handicap as a beginner is the lack of business training, and she must associate awhile with workers to learn the value and necessity of such simple virtues as punctuality, application, and conscientious execution. The world of business is a school, but one in which the workers are paid for the novitiate work they do. This alters the standard of effort, for in the ordinary school you pay for the privilege of working, and in the other you lose your bread if your work fails to please the employer, who is a far more rigid master than the teacher.

It is of the greatest importance that you should be able to distinguish your abilities from what may be called your tastes or inclinations. The latter are far pleasanter to follow, but not always profitable. I know a girl who is struggling to become an illustrator, with a determination worthy of more talent. She lives on a pittance, which is contributed by amiable ladies, until she can perfect herself in her art. Some one should shake her until her clumsy, maladroit pencil falls to the ground,

and push her into a household where she would make a very superior waitress or nursery maid, which would lift her above either charity or privation. In her leisure hours she could pick up drawing for her own diversion, just as some play cards, or read tales, but never should she starve on a distant shadow of art when practicality sets a full table. I do not mean that artistic callings are to be rejected, but that a facility should never be mistaken for a talent, and if it proves to have no commercial value it must be put away as a diversion, and not followed as an occupation. The art schools of the country are full of aspiring girls who are allowed to study when they have none of the requirements of success. They are incapable as artists, dissatisfied as artisans, and suffer for lack of the humility that would allow them to follow less ambitious industries.

There is much to say to those who are artistic in inclination, for they are more in danger of following a will-o'-the-wisp than are the practical sort. A talent is something like an uncut diamond which a miner finds. After discovery the owner's heart leaps; aided by imagination he fancies he has a fortune in a wondrous gem. After the cutter has worn off its roughness on

his wheel he may discover it to be bad in color, full of flaws, quite unfit to be the central stone in a diadem. Then it is adapted to some of the useful industries, possibly cut into bits for glass-cutter's points.

If, after a reasonable polishing of your talent, it disappoints you by proving only a facility, let me beg of you to recognize the fact, not with a lowering of pride, but in healthful recognition that it is better to be a success as an artisan than a failure as an artist. If the talent is for music and you cannot be an Essipoff or a Melba, at least you can successfully teach. If you draw, there is a large field in catalogues, decorative designs, and so on ; and if you write without achieving success as a poet or storyteller, there is good honest hack work. It is hard, I know, to admit to yourself that your roc's egg only hatched into a barnyard fowl, but there is, after all, a steadier market for spring chickens than for rocs.

And so to the artistic in need of employment I would say, be practical and work rather than dream.

The practical need a word lest their very practicality stand in the way of advance. Women are such sincere, conscientious workers,

so accustomed to following a master, that they rarely take a wide view of their work, and shrink from any initiative. So to them I say, retire figuratively to a mountain-top and view the work, its trend, its possibilities, and its future, and thus learn where to widen it and how to make fresh ventures.

Let me say to every woman, young or old, who takes up any sort of paid work, that health is her capital. It is a stale old saying, but observation shows that its repetition is needed. Because of woman's inborn love of self-sacrifice, it is natural for her to feel that a sacrifice of herself must benefit others. But it is not so.

If necessary, establish health on a pedestal as a vengeful little god who must be placated, and regard the care of him as an essential but impersonal matter. If you have not health, you cannot work; if you cannot work, then others suffer. That is the simple statement. Therefore, attention to health is not selfish. Every enlightened woman knows the laws of health, but few realize the vital importance of rest until they begin a business career. Labor and rest are twins. Respect of health laws is quite a different matter from the self-coddling that

prompts a worker to stay away from business for a slight cold or headache. Health renders absences unnecessary.

Mental health is as important as physical, for it conduces to the latter. Unless the worker goes cheerily to her task, she becomes worn out, for it is a detriment to have a mind troubled with many things. Become acquainted with a woman worker and you usually find that she has been unfortunate ; she is sure to have trials and grievances to fill her mind, and must resolutely stamp on them in order to keep her spirit soaring. One of the most persistent trials may be her self-consciousness in her altered surroundings, and a sense of the injustice of being forced into the world. But a little courage and some experience will help to calm the perturbed mind. The beginner bitterly and proudly accepts the fate of being thrust down into the working-class, looks about her, and behold, her fellows are quite as cultivated and courageous as she.

Another kernel of advice is to be business-like. There is a conviction among men that women are generally unpunctual and irresponsible. It takes a long period of virtuous conduct before a dog outgrows a bad name. Solely

because we are women, we have got to excel men in being businesslike, that we may mend a reputation which was acquired during the days when Adam did the delving and Eve was permitted the luxury of simply being a woman of womanly duties.

If your labor demands your attendance at a place of business, never fail to appear; if an appointment is made, keep it to the minute; keep accounts with exactness, answer business letters at once, fill orders on the date given, consider no personal inconvenience too great to endure for employer or client. We all know these things, but sometimes we forget that the way to success lies through them.

Woman's work at home is of the sort that can be deferred, adjusted, or temporarily neglected without much harm—and certainly no jealous rival is there whose fingers itch for a chance to do the neglected work. But in the world where labor is salable material, hard practical people will not give money for it unless it is of the right quality, any more than you would buy mildewed gloves or shop-worn hats at the price of fresh ones.

Business may be congenial, but it is not taken up for fun, except in cases too uncommon

to count, and those who become paid workers must put away all thought of sex and realize that in a contract "value received" relates to both parties, whether labor is for sale or merchandise. One of the most important principles of business is promptness, another energy, another ambition, and another an undying zeal that is willing to sacrifice the lighter things of life and to expend all time and strength upon work.

"What becomes of my social position?" ask those who have not had their fill of accustomed gayeties. This is what almost always happens. Society detains the woman with eager hand long after she has decided that except for a few warm friends she cares little for the pageant. The question settles itself by the changing of taste. One who has lived on good steak no longer cares to feed on meringues, although they may be valued as dessert.

Caste is not lost by earnest employment ; the world of society is not cruel enough to turn a woman off because she has taken up a serious and obvious duty, but she, on her part, needs her time and strength for her work, and so there comes divergence of interest and a separation

from all save the choicest friends. But the compensation lies in this, that the pleasures of labor are keener than those of indolence, and the lives of workers are full and rich past comprehending by the uninitiated.

CHAPTER II

THE IDEAL BOARDING-HOUSE

KEEPING boarders and teaching ; these are the two occupations that seem at first like the most natural ways of becoming self-supporting. If a woman has spent her childhood in hotels where the elevator was her plaything, and the peopled corridors her garden, and in maturity has known nothing more of marketing than is taught by a bill of fare, and has not dreamed of emergencies that could not be met by application at the hotel office, she looks upon house-keeping as a mystery ; but most of us are fortunate enough to have had some practical knowledge of home affairs and some latter-day illuminations of domestic science.

Therefore it seems but natural that the newly impoverished woman should look to her knowledge of home affairs to help her. There is a practicability in keeping boarders that appeals to the prudent. Man must have bed and board ; he can do without art and downright luxury if

poverty pinches, but food and lodging he must have. In fact, the harder the times, the better is this branch of business, for boarding is more economical than housekeeping. Therefore the boarding-house is a necessity.

In large cities the hotel is a rival, but not a dangerous one if the boarding-house is rightly conducted, and only to certain classes of people. The wealthy prefer the hotel because of its greater elegance in service; the young bachelor likes its independence; and the young lady in society fancies it a good environment; but to all others the boarding-house offers attractions and comforts not to be found in hotels. Whoever heard of a hotel where a mustard-plaster could be made, or a cup of palatable gruel, or where a warm iron could be procured for taking a spot from a velvet gown? All these things and many more are dear to the heart of the boarder, not alone for the comfort of them, but because this petty form of "something for nothing" creates a home feeling which the hungry heart of the hotel dweller misses.

Review the situation as you like, there are always boarders to be had if they are offered an attractive habitat. Recall the greater number of boarding-houses you have ever entered, and

you at once realize that their unattractiveness is their most conspicuous point. Then resolve that the one you will essay to keep shall be on altogether different lines, in fact the home of a gentlewoman expanded to embrace an enlarged family.

Ways and means ; this is the bugbear that presents itself at once. A house must be had, and furniture. As a rule the woman who looks to boarding others for support has already a home, probably mortgaged and entirely beyond her means to sustain, and that is her primary reason for choosing this industry. If she is without a house, the venture needs more courage, for she then has the responsibility of selection, a grave matter, and must also find a friend willing to back her enterprise through its experimental stage. The experiment is not so much to determine whether or not boarders yield a profit, but whether the keeper of the house is adapted to the business, for the former has been repeatedly proved.

In selecting a house, good judgment should be used as to its locality. Those who board rarely go into remote districts, as one of their reasons for boarding is to place themselves in a better and more convenient neighborhood than

they could afford if they kept house. On the other hand, too fashionable a neighborhood commands very high rents. The interior of the house must, as a matter of course, be arranged to accommodate many persons ; the kitchen must be large and light, and the heating facilities and sanitation perfect. The old home of some family of prominence seems to be especially adapted for the uses under consideration, and every one can recall some old mansion which harbors strangers within its walls while suffering but scant loss of dignity. Indeed, in this country of changing fortunes, it seems that the common fate of large old houses, established as homesteads for an exclusive few, is to become happy asylums for the many.

Before taking a house, or even taking strangers into the house she already has, the woman who contemplates this business must sit down with paper and pencil and calculate carefully what her expenses will inevitably be and what receipts are probable.

First, there is the matter of rent. Make, if need be, a rough draught of the plan of the house, and write in each room the amount it must yield, irrespective of the board, to cover the rent, leaving a margin for heat and light,

service and use of furniture. If the house is in a city block, the basement and parlor floors will probably be entirely absorbed by the public rooms and accommodations for servants and the self-effacing keeper of the house,—although she may reserve a corner in the top story. This leaves the three upper stories free to pay the rent, which must be divided among them according to the desirability of the rooms, and the items of heat, light, service, and wear and tear must be added.

In a country or suburban house the method of calculation is the same, although, of course, the rent will be much cheaper,—likewise the scale of prices obtainable from boarders will be smaller.

To the calculations on rent must be added the expense of the table, and then you have the cost of your enterprise, and you know whether or not you can afford to pay the rent asked. The local scale of prices for board must determine what prices you can ask. Roughly speaking, the actual cost, in large towns, of food per week for each individual is from four to five dollars a week. To go more into detail, this rate is what the commercial man would call gross, for the reckoning includes every one in

the house, servants and all. As a matter of careful calculation, the first table costs more than that sum, and the kitchen table costs less. Another thing, five dollars a week for each individual is a small allowance when the family is below eight, but above that number it is sufficient.

Different parts of the world have different prices for food, and this makes it impossible to give figures which fit everywhere. In our large cities market prices are fair, while in the suburban towns outlying, they are higher than in the city proper. Then again, the lowest prices of all prevail in districts remote from large markets. Then there is the matter of rare and imported dainties, and luxuries in the way of game, sweetbreads, etc., which can make a table cost almost any amount.

These suggestions are intended as an apologetic vindication to those who take exception to the rating of four to five dollars a week as being an average cost per week per capita for a large family. It must be understood that this includes absolutely nothing but food, not ice, lights, fuel, nor service.

There is an important matter that must not be forgotten by any one who contemplates open-

ing a house in a large city. During the summer months many of the patrons pack their trunks and take flight to the country, thus securing a pleasanter residence for warm weather without increasing expenses. To meet this condition it is necessary to charge a sufficient price for rooms to make the receipts for eight or nine months cover the rent for one year. In many instances patrons can be induced to engage their rooms by the season, and they are reserved for them only until a certain date. The fashion of flitting from place to place, so practicable for those who "live in trunks," makes serious trials for the keeper of a boarding-house.

Two eminently successful women who have been taking boarders for many years have met this restlessness of their patrons in two ways. One keeps a house in town in the winter, and a house in the country, near enough for commuting, in the summer. The other goes not near the town at all, but has a house in Asheville in the winter and one in the Adirondacks in summer. But little ships must keep near shore, and although these examples show what can be done, the beginner will want but one house.

What is the first requisite of a boarding-house? That it shall be attractive, first to the eye, because sight is the first sense called into use in a critical entry; and next, to the palate. Beauty attracts, but a delicious table detains with a powerful fascination.

The lady applicant for board is of all critics the most searching. She casts her eye over the whole front of the house, then focuses it on the steps, the corners of the vestibule, the mat, and lets it examine the lace curtain of the door to note whether it is of real or imitation lace. This critic's eye should be the glass through which the successful boarding-house keeper inspects the premises herself. Within the open door stands the servant, tray in hand, who awaits the visitor's pleasure. If it be a maid, she is young and bright, dressed in print in the morning, black wool in the afternoon, with cuffs and collar, cap and apron, all of fresh white. If a man, he wears a livery free from dirt and spots, and is as carefully groomed as a gentleman, although he has just come from cleaning the silver. "Ah!" says the applicant to herself, "if Mrs. Lofty calls on me here, she will think it a private house or quite as nice."

In contrast to this manner of doing things is

the house where a sloppy negress answers the bell, leaving the visitor standing by the door while she pulls a cord hanging by the baluster, and calls up to the third story to know if Mrs. Zed is in. The answer of "No, she ain't," falls with welcome on the ear of the visitor, who is only too glad to leave the slovenly place.

If the hall be fairly lighted and free from unpleasant odors, it is not much noticed, for it is but a way to reach the key-stone of the house — the drawing-room. Now it is, of course, popular to despise the boarding-house parlor — but why? Except for the few who can have private sitting-rooms, it is used for the entertainment of all casual or formal visitors. It is not its functions that have brought ignominy, but its inartistic treatment. In the first place its furniture, which should be handsomely substantial, usually aims at following cheaply the ornate lines and colorings of the rococo styles, with weak legs and frayed brocade as a result. On the walls are crayon portraits mutely protesting against the scrutiny of their disordered features, and mantel and tables are repositories for bargain-table gimcracks — they could not be called bric-à-brac — which represent a consensus of the bad taste of the landlady's friends.

There is positively no reason why the dweller in a boarding-house should be mortified before her callers by seeming to sanction such a hideous room. The woman of taste who has been accustomed to the ways of the social world will arrange her public drawing-room on an altogether different plan, and will thus attract a better set of patrons. The drawing-room must be large because it is intended to accommodate at once two or three groups of people who are strangers to each other, and for this same reason the ideal room will have the furniture so ingeniously set that the room is practically divided into several centres. This can be effectually and artistically done by the use of sofas, which lend themselves easily to this use. The general effect of the room should be more that of a library than a conventional brocade and gilt drawing-room, and the purely personal element obliterated, that is, family portraits and mementos should not intrude where they will meet only indifference and ridicule. It is not hard in these days of low-priced Oriental stuffs to give a look of homelike elegance and good taste to a public room. The other room which usually falls short of home ideals and which the boarding-house keeper may well im-

prove in appearance is the dining-room. The matter may be summed up in a few words. Treat the walls as those of a private house, and arrange the tables as for a large entertainment. Wherever it is possible, have small tables which will accommodate families or congenial groups.

The mistress of the house sits at the head of a large table composed of miscellaneous people, or has a small table of her own, and in either event carves the joints and fowls. This at first seems laborious, yet it gives much satisfaction to certain members of her large and exacting family who like to request a bit of crisp, or a spoonful of beef juice or the "oyster," from the turkey, and are grateful for the immediate receipt of their pet morsel. When carving is done in the pantry the request gets either lost or distorted in transmission, to the annoyance of the epicure, while the attentive lady carver never fails to please.

The dweller in boarding-houses is apt to make it known that in the polite world to which she belongs, table napkins are changed every meal; but once a day is often enough. No set rule can be made for cloths, for accidents will happen. But in any event the table

must be absolutely fresh in appearance and the covers laid as in a private house.

After all, the arrangement of both room and tables count for naught if the food is not deliciously cooked and tastefully served, with fleet-footed servants to pass it before it becomes chilled. This means that above everything else the mistress of the ideal boarding-house must be a skilled cook. No matter how liberal she may be in the matter of wages, the cook who exactly suits her is not to be found ready made, but is the result of her own personal training. It sometimes happens that the cook is ill or suddenly leaves, a calamity in any household, but almost tragic here, for the people are receiving their meals in return for money paid, and business methods demand that they should not be put off with indifferent service. At such a time the mistress must turn cook or be unfair to her patrons and her house.

"A good honest table," is the way the fare at a certain house is described, and the recommendation is attractive. It seems to call up visions of juicy roasts, succulent steaks, and enough of everything to go bounteously around. It means that a slice of cold meat is good all through, not a film of meat covering a slab of

gristle, and that a ragout of chicken is not made exclusively of necks and drumsticks; nor is the mould of cheap ice cream too small to allow Bobby a second helping on Sundays.

The cooking and the marketing; on these two hang all the law and the prophets for the successful keeper of boarders. Marketing is not a thing to be learned in a minute, and all the training a woman has ever had in this direction will help her now. But let her not make the mistake of buying cheap cuts of meat except for special and skilled treatment in the dishes we are wont to call French.

The final word on the subject of food—almost the watchword—is, avoid a routine. There is nothing so wasting to the appetite, so discouraging to the buoyancy of life, as to stand at the pinnacle of the week, which is Sunday, and to look down the length of seven days, knowing to a vegetable just what menu each dinner will bring forth.

If the bedrooms are supplied with good beds, and kept clean, is that all? Not quite. There are some small necessities that should be furnished by the house, not because strict justice demands them, but because the patron is disproportionately gratified to receive them. These

simple things are nothing more than matches and soap. Those who are familiar with the ways of European hostelrys or those accustomed to the alkaline slab of hotel soap, will be almost childishly pleased if the wash-stand is supplied with a cake of olive oil toilet soap, —and this can be bought for seven or eight cents.

A stipulated number of towels per day is the best way to arrange that matter, and throws the responsibility of their management upon those who use them. At least two on the rack and one fresh each morning for each person is the smallest possible allowance, notwithstanding the assertion of the keeper of a *Quartier Latin pension* that, as Americans are such frequent bathers, clean linen is not a necessity to them. Sheets and pillow cases usually require changing twice a week, but if the price received for board does not warrant so much laundry work, once a week must suffice.

There are one or two little matters that the keeper of the successful house will attend to. One of these is an arrangement whereby the servant who opens the door may know whether or not the person inquired for is at home. Who does not know the annoyance of having

to wait uselessly in a drawing-room while an unwilling servant searches the house for one who is not in it; or, who has not been sent to see a friend, on the assurance of an uninformed domestic, to the top story and found her absent? These and kindred frictions might be avoided if on the hall table were kept a chart of cardboard or leather arranged to hold the card of each lady in the house, this to show whether the lady in question is in or out. Each lady turns her own card as she enters or goes out. By this simple contrivance much trouble is avoided.

Is there any one who likes to have letters placed on public exhibition for all the other inmates of the house to examine and speculate upon? A letter is such a helpless thing, even a sealed one, and shows of necessity just what its recipient might like most to conceal. There is the postmark, or the foreign stamp, the business imprint of a publishing house on a returned manuscript, the peculiar penmanship of one who significantly writes every day — a hundred details for the idle mind to weave into gossip. Then, in the name of the disappointed author, the faithful lover, and the woman whose lawyer uses business envelopes, and all others

who have the right to keep their affairs to themselves, let the ideal boarding-house establish a system of delivering letters in the rooms directly they arrive, instead of spreading them on the table in hall or parlor. Another hint for country houses is to have railway time-tables and mail hour tablets accessible to all.

Be not squeamish in the matter of bills, is the advice of an experienced woman to beginners. Present one every week, drawn up from the figures in the ledger, and if the last week's bill is still unpaid, add it to the other amount. There may be extras, in the way of expressage, etc., and these items should be on the bill if the debtor has forgotten to reimburse the house for them. While generosity should be the spirit of the house, there should be a strictness about the presentation and payment of accounts.

When we think upon the close relations and intimate contact of the keeper of a house and its guests, it is no matter for wonder that the personality of the landlady counts for much. There are women who fill their houses and keep them full because they establish a feeling of actual friendship between themselves and their patrons. Such women are large-hearted,

efficient, just, and carry themselves with dignity and amiability. On the other hand, there are keepers of boarding-houses who are prying, small-minded, and perpetually whining. She who reigns successfully in the small kingdom — republic is a better word — of a boarding-house requires the firmness and diplomacy of a prime minister. In the minds of many there exists an instinctive feeling of enmity between boarder and landlady, a feeling that the former must abstract all she can from the latter who gives grudgingly.

“Do you take boarders, Mrs. Jay?” “Well, no, we don’t; but we have a few choice people staying with us just for company,” which answer shows that the class still lives which is ashamed of the industry it follows. This, the ideal boarding-house keeper never is, for her business is just as honorable as though she sold cotton or gold or any other commodity which enters into trade and commerce, and unless she thus looks at it she develops an irritable and unworthy pride.

The little process of calculation of expenses discussed earlier in the chapter may have a result not thought of at the time. It may show the calculator that the profit of her busi-

ness lies in the money taken in for rent. The expenses of the table are great, not only for materials but for labor, table furnishings, and for wear and tear. These considerations lead some workers to the conclusion that a lodging-house is better than a boarding-house for a venture. Two or three points must be mentioned in this connection. It is only in cities where restaurants are good and numerous that this can be done. Then again, men make the *only* desirable tenants. This sounds severe on women and children, but it is nevertheless literally true. Another matter, the men who live in lodgings must be known by reference or by reputation to the housekeeper, for some of them are a happy-go-lucky class who find it convenient to disregard the weekly bill or dismiss it with pleasant chaff which might be amusing if not misplaced.

Closely allied to the boarding-house and the lodging-house is the proprietary club for women. This institution has been tried with marked success in large cities, for only in large places could it live. Almost all its patrons are suburban residents who need a place in town where they can be put up, or get an occasional meal or use the house as headquarters for the

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receipt of mail, telegrams, and packages. Dues are as low as ten dollars a year. Members come as applicants through the introduction of another member, and all else is on the same lines as those laid down for the conducting of the ideal boarding-house.

CHAPTER III

FOOTLIGHTS

THERE is one class of people who shrink with aversion from the thought of earning a living on the stage, and another who look upon it as a glittering joy, a possibility unequalled in attractiveness. There is still another class who, without emotion of any kind, contemplate it as a practical way of securing sufficient money for self-support.

Suppose that you belong to one of the two classes last mentioned, and know no more of the theatre than is to be learned from the orchestra stalls, nor of acting than you have learned in some hit made in private theatricals. You want to go seriously to work, but need a friendly hand to show you the right path. If you are travelling an unknown road and stop a stranger to ask the way, he, if he fulfils his duty to you, will not merely say, "Keep straight on," but will add, "Mind the steep descent which ends in a miry pit, and the woods where

wild-cats lurk." So should I be but a poor assistance did I not amplify my directions more than does the laconic guide-post.

First, as to the requirements of the individual. To become great in the profession means a rare combination of artistic temperament, tenacity of purpose, and inexhaustible willingness to drudge. A true genius will become great under almost any circumstances; however, we are not discussing geniuses, but the sort of woman who makes a pleasing success in a way possible to hundreds. To begin with, the aspirant must have good health. Now you are probably contradicting this by letting your mind fly to Eleanora Duse and other prominent actresses who are notably delicate. But they are not just beginning. The years of their worst drudgery are behind them, and they are in a position to favor their infirmities. Again, you require ambition, patience, dignity, besides certain physical qualifications. These do not always mean beauty of face, indeed that sometimes seems a drawback, for if an actress is marked merely as a pretty woman, she is cast for a "walking lady" to serve as stage decoration until age robs her of her attraction. Magnetism is far, far ahead of beauty, and presence

is as important, although this can be gained through poise, carriage, and other artifices. The voice must be good, or at least capable of development. But after all, the qualities of mind and soul, and what we call character, are the matters that go to make a good actress.

There are two ways of beginning theatrical life: one is to find a manager who will put you directly on the stage; the other is to take a course of dramatic study just as a doctor takes a course in medicine and surgery. First let us consider the former way.

It has many advantages because through it you learn from actual experience the things that can only be taught theoretically in a school. Graduates from schools are not always to be depended upon when first placed before an audience, but she who goes on from the start as stage furniture, gets too familiar with the surroundings and conditions to be unduly affected by them. To those who must become immediately self-supporting, the instantaneous engagement has an overwhelming attraction.

The initiation of the aspirant will involve, first of all, an interview with a manager. How this can be accomplished must be settled by her own wit. In large cities there are theatres

with stock companies, and it is possible to get a letter to the manager thereof, but if the aspirant's home is in a small town, she determines to see the manager of the best troupe that stops for "barnstorming." Naturally nervousness attends this interview, for selling talent differs from selling tape, and agitates the soul of the vender. The manager, however, is a thoroughly practical man buying labor, and only looks at the applicant's fitness for that, as she herself would in engaging a seamstress. He will probably ask her to recite something, so she must have ready a page or two of both verse and prose, so well memorized that all her mind can go to giving it expression instead of roaming about to collect forgotten lines.

Suppose the applicant is accepted. What is her work? Modest indeed, for she is but raw material, and her employer is going to give her the instruction that she would have to pay for in the dramatic school. She is now either an "extra girl," or a walking lady, doing "thinking parts." When pay-day comes she receives an envelope containing a sum — but of that, later.

Dresses are usually furnished by the mana-

ger, so the beginner has light expenses. She has rehearsals daily, which at this stage of her career are an immense advantage. She learns all the technicalities of ordinary stage business, crossings, exits, etc., and becomes used to doing all these things with a hedge of quivering light dividing her from the mass of people to which she once belonged. Rehearsals and performances fill all the waking hours except a little while in the morning, therefore she must be willing to give up everything, more absolutely than a seamstress or typewriter. Evenings and holidays which the working girl can usually call her own, are just the time when the world wishes to be amused, and that is when the actress must be the slave of others' pleasure. For this reason she finds herself absolutely cut off from the associations that have always been hers, and she lives in a world which sees but never touches that other of which she was once a part. She is practically isolated with others of her occupation.

If her voice is naturally good — that is, if it comes from the right place and has a carrying quality, she is given a part where a line or two is spoken. This fires her ambition, and she fancies herself on the way to steady advance.

But, alas! in the next play she may again be cast in a "thinking part," and she needs all her courage and patience to be submissive. She is willing to work if given the opportunity, but it must always be remembered that the trained laborer is most valuable to the manager, and the actress who is picking up her training cannot compete advantageously with those who are more skilled.

At first she thanks heaven for her good luck in being taken on the stage at all, takes her small salary gratefully, and feeds ambition with husks or dog-biscuit. But after a time she sees the impossibility of rising without special technical education, ambition is clamoring for more succulent food, and besides, there is the ever present question of dollars and cents. This last motive is not to be despised, for the need of money is a better spur than dreamy longings.

There are many girls on the stage who are not capable of doing good work, and who lack the character to improve. These may contentedly stay where they are, but it is galling to one who feels herself capable of better things, to stand around as a background for actors for several years without prospect of further advancement, as sometimes happens.

This, then, brings us to the other method of beginning a theatrical career, study in a school of acting. It is not hard to learn where the best schools are located nor which they are. Indeed, if one can be balked in any undertaking by such little obstacles in the beginning, purpose must be too weak to insure success.

The usual mode of procedure at dramatic schools begins with an examination. It is conducted at a private interview without the embarrassment of an audience, and is for the purpose of determining the qualifications of the applicant. If she has none, she may be told so frankly and sent home. If she has those qualities which will secure even moderate success in humble parts, she is received and placed in a class. The complete course consists of two academic years of six months each. Those who wish may stop with the first year; in fact, the school advises against taking the second year unless marked ability is shown.

Fees for tuition vary in different schools, but the figures cited represent the average. The examination fee is ten dollars, the course is four hundred dollars for the first year and three hundred dollars for the second. In case of acceptance the examination fee is included in

that for tuition. It is easy to see that fees and board-bills for one or two years aggregate a considerable sum, to say nothing of the consumption of time. These things make it out of the question for girls with no capital to take the complete course in the regular way. But the wind is somewhat tempered to the shorn lamb, for there are summer courses, in which tuition is by the month. I have in mind the case of a young woman who was taken on by a manager, without previous preparation, but who at last realized the impossibility of advance without technical skill. To take a regular course of study she would be obliged to leave her position, as there was not time for the duties of both. She found relief in the summer course, for her engagements were only for the winter months, the theatrical busy season. Seventy-five dollars per month is the cost of summer study, and the student has one-hour lessons each day and one-hour daily practice on a private stage.

Some schools have evening classes for those who are otherwise employed during the day, and a class for supernumerary parts, the tuition fees for these classes being comparatively small. Examinations are frequently made, and plays

are given to accustom the fledglings to orderly stage work.

Drudgery is the word that characterizes the work of the dramatic school, and a strong motive is needed to make it endurable. But it is all a means to an end, and those who cannot willingly accept it should withdraw. The course includes the following departments of study: the training of the body; the training of the voice; pantomime, elocution, stage business, life studies, fencing, dancing, make-up, and the study of the English language and dramatic literature. These are the tools which the school gives to the actor.

But after leaving the dramatic school — what then? How am I to get an engagement? These are the natural questions asked by the prospective student. It is the custom for the school to give plays acted entirely by the students. In the audience are managers in need of actors, and who frequently engage them from this exhibition of their ability. If you fail to make an engagement thus, then your pluck and perseverance must prompt you to visit various managers until you have succeeded in selling your services.

As we are not considering the great actor,

it is not necessary to say more of study, except that it does not end with the school, but continues to the end of the theatrical career among the great as well as among the less.

We will suppose that the applicant is placed, whether she has taken a course of study or has been accepted for subordinate parts without previous training. What is her life like? It is in one respect like that of any working girl, not one whit easier, and in some ways harder. It is not a pleasing revelry, nor an illuminated joy, but is as soul-trying and sordid as any other humble position. It is redeemed by the possibilities of future advance, which is, as a rule, a more sincere motive than "art for art's sake." It is a means of earning a livelihood in a way pleasing to the worker, which lightens labor.

But any one who thinks of the young actress as a charmingly dressed young woman whirling in a brougham to and from the scenes of her nightly triumphs, can be undeceived by a little acquaintance with her real life. She begins her day late because she is of necessity late to bed, has an early luncheon, rehearses until five or six o'clock, dines, hastens to the theatre, and is not released until very nearly midnight. At the stage entrance to the theatre

the girls can be seen pouring out to get to their homes, and they are far from presenting a gay appearance.

The "star" or leading lady may have luxuries, but these hard-working girls of small pay are as modest in dress as any artisan. They wear dark wool skirts, jackets of unfashionable cut and economical hats out of the mode, and in bad weather wade through snow or rain in mackintoshes and rubbers. They live in the humblest way, in a cheap boarding-house, and scurry home through the streets, dreading a chance meeting with some friend of other days who might not understand their presence in the street alone at that hour of the night. They are self-respecting, hard-working, brave, and deserve all they get of encouragement or sympathy; but before becoming one of them, you must know what faces you.

What is the probable pay for a beginner, is the question asked by all who have not yet made a start. The "extra girl," who is only engaged like the "supe" for the run of one play, and who has a rather hard time of it, gets, on the average, six dollars a week, but one dollar of this often goes to some agent who has found her a position. The usual salary of the

girl who does "thinking parts" is from ten to twenty-five dollars a week, varying with different managers and according to the development or talent of the actress. She who receives sixty dollars a week plays parts very near the leading lady or the "star."

There is a way of reducing the pay which comes as an unhappy surprise to the beginner. It is the system of fines which managers find necessary to insure punctuality and invariable attendance at both rehearsals and performances. Tardiness, lack of obedience, absence not accounted for by physician's certificate; all these are a cause for fines, and the weekly envelope will be minus from one to five dollars according to the crime. It is severe, but after all only just, and if one knows the dangers beforehand, can be avoided.

Managers who engage by the year, or on a contract for a longer term, do not, of course, pay during the idle months, so the summer vacation must be provided for in time of occupation. This makes it necessary to add up the salary received and divide it by fifty-two weeks, instead of by the number of working weeks, in order to arrive at the sum which one may spend weekly.

Much is said about the exposure of girls who go on the stage, and their disposition to get rid of the conventions and replace them with a lax morality. I would reply to this that dignity of character is necessary to a stage career; but that she who has it not, will fall from a nice sense of propriety as quickly in other occupations as in this. It takes virtue to live a life of hard work, little pay, and few pleasures, and that is the life of the inconspicuous actress.

Of course there is a class of girls who go on the stage for vanity, or because of certain connections off the stage to which the theatre may help them. There are also those who, being "stage struck," go to find opportunity of expressing their emotions which would otherwise be unguessed by an ignorant world. They do not need the money, are impatient of restrictions, and generally leave in disgust. These two classes are outside our consideration.

It may seem that I have given a disheartening view of the actress's work. It is not so intended. My desire is only to show the practical side of it, mentioning the discomforts and reviewing the subject as though it were not an artistic profession, hoping to reveal its prob-

able value as an income giver. The true Thespian is a veritable artist, envied and enviable, but in the beginning she must have been an artisan, humbly learning her technique, and it is the artisan I have been considering. She may be the embryo artist, but whether or not, the beginning is the same. Then, too, the mention of roaring lions in the way, may serve the noble purpose of keeping those of faint purpose from crowding the Thespian temple.

CHAPTER IV

TYPEWRITING AND STENOGRAPHY

"TYPEWRITING is not what it used to be," say the women who have followed the industry since it began, and even admitting that it is a far more remunerative occupation than many others at which self-supporting women are engaged, the pay is far from high.

Typewriters used to be employed only by large and prosperous firms, and few were to be had. Naturally those few commanded high prices for their labor, and naturally, too, this led others into the field in search of like remuneration. Then inventors and manufacturers produced cheaper typewriting machines, and the unavoidable result was a market too well supplied with operators for wages to continue high. But the fact nevertheless stands, that the efficient typewriter draws high pay even to-day, and that "there is room higher up," in this calling as well as in more ambitious ones. With this thought in view, no one need

be deterred from taking up an occupation that seems from the outside to be overcrowded. Indeed, it is hard in these days to find a clear field, and it is only by superiority of industry or ability that one can hope to win.

As very few typewriters learn to use the machine as an accomplishment or "parlor trick," it is most appropriate to talk first about the all-important subject of remuneration. Most girls only hope to support themselves, and some only for the few years that intervene between school and matrimony; but there are others, alas, who have to support some one besides themselves. Both of these know what figure their expenses reach, and must determine before commencing if a typewriter's wage will cover their necessary expenditures.

When a typewriter first graduates from her school she receives from six to eight dollars a week. This seems very little, but it must be remembered that she is absolutely inexperienced in any but school work, and that her employer will be tried with her inefficiency. She may go to a business house where trade technicalities are an unknown tongue; or to a broker's office where the change of a figure in stock

quotations is a matter of moment; and her employer must bear with her faults and continue her education. Formerly employers were willing to take this sort of operator, but that was in the days when typewriters were rare specialists and their wages were high. Nowadays it has grown to be almost a matter of financial importance for a business man to have his correspondence typewritten. The smaller his business the less he can afford to disregard this, lest his economy lead other men to fancy him unprosperous. All this gives opportunity to beginners, but keeps wages low. But while the typewriter struggles she is becoming proficient and preparing herself for a better place.

The positions which command the highest wages embrace much more than ordinary typewriter work. Stenography is the sister of typewriting, and the two go hand in hand. Besides this the operator must have a large general education and a nice knowledge of the technicalities of the business in which she assists. For instance, a lawyer's typewriter must be familiar with all legal terms and many Latin phrases. They who write for literary folk must have an all-around education on almost every subject, of the sort gained by

much reading. Educated and intelligent women often take the place of bookkeeper or confidential clerk, and make their services valuable through interest in the work.

Twenty-five dollars a week is the sum received for these superior positions, and that is the rare maximum. Skilled operators get, as a rule, from fifteen to eighteen dollars weekly, and to get this must be more than ordinarily equipped. Indeed, the equipment of the typewriter is always more than an ordinary one. The sight must be quick, the hands pliable, the nervous system in good order, the brain active. If the labor does not seem to you of a higher order than that of the ordinary clerk, observe closely the typewriters in business offices. They take down letters from dictation as rapidly as a man talks, with no allowance of time for proper names or fractional figures, and in the twinkling of an eye reproduce the whole on a printed page without a single mistake of spelling or punctuation. Or again, in a telegraph office, a message is heard by an accurate ear, the ticking taken down in shorthand, and then translated into typewriting to be sent out.

So far we have been considering permanent positions only, as a means of getting employ-

ment in typewriting. Apart from this are the offices where piece work is done. A few years ago this was unquestionably the way to earn the most money, but times have changed, owing of course to the general practice prevailing among business men of considering a typewriter as part of the office equipment. But it is nevertheless impossible and undesirable for all to take positions, and such as these open offices or do work at home. In following this plan it is of course necessary to own one or more good machines.

The big business buildings filled with offices are naturally selected by those who open typewriting bureaus for outside patronage. It follows as a matter of course that every man in the building who has not his own typewriter will patronize the office under the same roof. Smaller buildings near by may also contribute customers. In fact, when you count your unhatched chickens in this nest which you are going to build in the centre of business activities, the most dazzling possibilities arise and float through the future. I would be ill fulfilling my part if I did not point out the obstacles in the way of large profits. First there is the rent. It is sure to be high in a large

building filled with tenants, and even a tiny office, opening on the elevator and stair shaft, instead of on the open air, is going to diminish profits largely. Then you may have rivals.

This last possibility is avoided in a way that is not generally known. The exclusive right to maintain an office for stenography and type-writing in a building is secured by paying a certain sum to the agent of that building, who, for this consideration excludes all other tenants of similar business. The justice of this may be questioned, but the fact remains that it is done. There is a young woman in New York who has bought the rights in two of the largest buildings of that city, and has an office in each with her employees. This sounds like business on a large scale, but the profits are small in proportion to the responsibilities and expenses.

It is possible through the kindness of friends to get work to do at home. The choicest of this is literary work, for the pieces of work are apt to be long ones and pleasant. But then again, patrons wish to pay less on long undertakings — like a book, for instance. Sometimes only half-price is paid for books. The highest pay on piece work is fifty cents a thousand

words, the operator to pay for paper and colored paper cover if required. Thirty-three cents a thousand is all that is received by many good operators. Letters which are confined to one page are five cents each, and for manifolding, two cents each.

Besides taking regular positions, or establishing offices, the typewriter has still another means of gaining patronage. She can build up for herself a business as a visiting amanuensis. There are many persons in these overcrowded days who have not time to attend to correspondence and many professional men and women who need clerical services for an hour each day or three times a week. Among this class are doctors, who want bills made out and lectures copied. It is not at all unpleasant work to go from house to house taking the orders from the several employers.

STENOGRAPHY

It is almost impossible to separate typewriting from stenography, as each limps but lamely along without the other. No one should contemplate learning to use the machine without knowing how to take down dictation in shorthand. How to save time is the

study of the busy man, whose mind can think valuable thoughts quicker than his hand can pen them, so he hires a human machine who can write as fast as he can give oral expression. Then with her machine the amanuensis translates the stems and dots mentally into "long hand" and puts them on paper in typewriter print.

One who cannot do this is a mere copyist and cannot hope for office positions, but must content herself with what comes to her. This added accomplishment of stenography increases her pay, and in the case of piece work her price is doubled. Such expertness is reached with the machine that sometimes dictation is taken directly on it, but that is a method of which patrons are impatient, for who can compose to clicks and pauses which distract the mind?

The cost of the education is the question which presents itself to every prospective student. Schools of typewriting and stenography are to be found everywhere, and as prices vary in different towns, it is best to inquire of those most convenient. Some public schools teach these branches, but are not apt to carry the pupil to a high grade of perfection. They, however, offer positions as teachers which are

desirable. City schools ask, on an average, ten dollars for the entire course in typewriting and twelve dollars for every twenty lessons in stenography. Instruction in the latter can be received daily, and a full course of eighty lessons finished in three or four months.

In choosing a school, take the best, especially in stenography. The systems known as Pitmanic are most apt to give satisfaction, and although they have several names, they originated from the systems of the brothers, Ben and Isaac Pitman. If you would write notes in a way intelligible to others, adhere closely to the system and resist the temptation to supply improvised characters. It is very common to find that the notes of slipshod stenographers can only be read by themselves because of the perverted use of signs.

In learning typewriting, it is best to learn on the most popular machine and master it thoroughly. Then, if time and opportunity offers, accustom yourself to the manipulation of others. You will thus be unhampered by knowing but one machine. The universal keyboard has done much to lessen the handicap of strange machines, but there are many things to know besides striking the type, and these are neces-

sarily different on each machine. The greatest factor in successfully mastering the machine is practice. There is really very little that a teacher can do beyond pointing out the parts and their uses; the real labor rests with the pupil. Familiarity with the keyboard and flexible fingers can only be gained through patient practice, or rather through lively inspired practice, for the kind denominated patient always seems perfunctory and dull. In this case it must be a most intelligent and persistent training of eye, hand, and brain.

Your teacher will give you to write the sentence, "I pack my trunk with six dozen liquor jugs," or some other brief and startling legend which embraces the entire alphabet, and this will help familiarize you with the keyboard, but the best sort of work is copying, and as you will have much of it to do when you begin serious work, it is a necessary mind-training as well. It is not an easy thing at first to carry a sentence in the mind while searching laboriously for evasive letters on the keyboard. To be thoroughly economical in effort and to kill two birds with the usual single stone, put your shorthand notes on the table and copy from those instead of from printed matter. The

exercise will be slow and painful at first, but amazingly interesting, and will take all the brain power you can command — for it is easier to write shorthand than to read it afterward.

This outline of a typewriter's work and education shows her to be among the skilled workers. Why, then, is she the subject of joke and jibe in song and story? She works hard with brain as well as fingers, and has received an education more or less liberal. It is simply one of the editorial injustices, like the spring bonnet joke that never fails to appear at Easter. The "pretty typewriter" was the first of educated women brave enough to go down town and make herself a place in the world of business. She went timorously, full of feminine ways, dressed in pretty feminine fashion, and she was like a blooming rose tree in the sordid avenues of trade. No wonder they called her pretty when compared to the shabby office boy and the callow clerks. Since those days she has modified her dress a bit, adopting a business costume after the manner of men; "down town" has grown used to her, and she has a dignified permanent place in the business world. A frivolous girl will be frivolous anywhere, but there is nothing in the calling of type-

writer that tends toward levity nor that is undignified.

In this occupation as in all others where young men and women are thrown together, it is the character of the individual which counts and which regulates her treatment.

How to get a position after the trade is learned is an all-important question, and here comes a difficulty. Perseverance, pluck, and energy help more than anything else, for these qualities save one from neglecting any possibility of an opening. It is the custom of those who sell typewriting machines to supply inquiring customers with operators. This makes a sort of free bureau where work can be found. But of course each firm has its own machine and only recommends those operators who use it. Apart from this method of securing positions, there is none other peculiar to the business.

TELEGRAPHY

An occupation closely allied with typewriting is telegraphy. The opportunities for employment are not as numerous as those open to typewriters, but are by some preferred. They are more or less public, and this is a disadvan-

tage. Instead of meeting employers only, the telegraph operator is thrown directly with the public. Exceptions to this rule are the positions to be had in large cities only, where the central offices of the telegraph companies employ many women.

Every town, no matter how small, has its telegraph office, usually at the railway station, and large cities have telegraph offices in all big hotels, and at short distances apart in business centres. Each one of these has one or more operators, yet the positions are after all not numerous and not well paid. Ten dollars a week is the common remuneration, and there is almost no opportunity for advance.

The education is gained through attendance at regular schools of training, such as that at Cooper Union, New York, where tuition is free.

But some girls are so interested in the work that they "pick it up" from contact with a brother or father who has a position as operator. These, having a natural taste for the industry, need not be deterred by the pessimistic deductions of others, for their enthusiasm will carry them to success. Indeed, without that valuable quality any work degenerates into

drudgery and proves a failure through listlessness.

One little hint to the business woman in offices is important. I will tell it as it was said to me, although the gentleman who uttered it had no idea that it was a bit of advice to work-girls. "I am just discharging my typewriter," he said, "to get a man instead. My business affairs are private, as most men's are, and girls will talk. If a man goes to an office and the proprietor is not in, he finds the typewriter girl in possession. She may have been there an hour alone with nothing to do and is terribly bored, glad to talk with any one. By flattering her a little, he can lead her on and learn many valuable little points in his business rival's affairs. Now if I can do this with another man's typewriter girl, he can do it with mine. And that's why I don't want one."

A word to the wise is sufficient.

CHAPTER V

HOUSEHOLD INDUSTRIES

"My mother," said an energetic, capable young woman, "taught her girls to do everything. She said we need never lack for bread if we knew all the household industries." The expression is a good one, "the household industries," and seems to elevate what we are disposed to look upon as menial service.

But it is difficult to recommend domestic positions to women who are born and educated above the class which usually fills them.

Perhaps a friendly talk on the subject without introducing personal opinion or prejudice, will shed more light than advice could do on the situation.

The truism of "room higher up," fits this case, although it might not seem so at first. The position occupied in a household may have a name that classifies it, but it depends upon the individual to keep that position humble or to extend its functions very near to the work

of the mistress. There is, for instance, the lady's maid, fundamentally a tiring-woman or body-servant. But, notwithstanding its trials, the girl who essays to fill the position has these advantages : she spends much of her time with a gentlewoman, she need only join the other servants at meal-time, and her work consists of such services as any one might render a sister or a mother incapacitated by illness. The infinite exactions of life make the details of home oversight irksome, and housekeepers are only too happy to relinquish some of them to a capable aid who is deserving of confidence.

In all domestic positions the name of the place may be humble, but the individual regulates her own status in the family; this makes it possible for a girl of education and refinement to consider this class of work.

Before stating such practicalities as must be discussed, there are two sides that must be looked at and considered. Notwithstanding all that has been said in favor of domestic positions, there are two or three objections inevitably connected with them, and it is not probable that specialization of labor, nor other modern innovations will ever alter them. The first is personal independence, and the other is the

command of the worker's time during evenings, Sundays, and holidays, although it is undoubtedly true that she has long hours for rest during the day, a privilege not accorded in most kinds of work.

Opposite these two things we place two other facts, to counterbalance them. The worker receives all her living expenses, and is recompensed more generously than the majority of those who work in shops and offices. When she is done, she has her wages as her net profit and not as a slender sum with which to meet her board bill and car fare. That wages received at shops are not sufficient for this, is proved by the girls who crowd the various working girl's "charitable homes" in the large cities.

Does any one doubt the demand for capable women who are prepared for domestic service? No, indeed, that is the one industry that never complains of slack times. Through all seasons of the year and through times of financial depression, when factories are shutting down and industries failing, the cry of the housekeeper never ceases for good helpers in the household. The wages of the women in domestic positions can always be relied upon to help the family,

to build churches, to bring a sister from the fatherland, for no condition of society makes a lessening of the demand for this kind of labor.

It is always skilled workers whom I have in mind in discussing the possibility of domestic labor for girls or women of education or breeding. Heavy work must be done, but there are strong backs to do it, and only the daintier duties should be undertaken by women of sensitive physique and feeling. How to attain proficiency is the question all must ask that have not had the training of the young woman whose remark opens this chapter, or by those that have not themselves been housekeepers. No one could possibly make so perfect a servant as one who has been well served.

The training-school is the royal road to knowledge of domestic service, for the training done by mistresses is desultory or contradictory. It is only in cities that such institutions are to be found. Schools for cooks are the most plentiful, and even the public schools give some instruction in cooking and sewing, but it is only in exceptional instances that cooking is a suitable occupation for the class of women under consideration. The exception is the visiting cook, who goes to a house for

one day to cook a luncheon or dinner or to prepare for a reception. This service usually commands five dollars and is perhaps worth considering for one who has a gift for cooking. The making of jellies, preserves, and pickles is also accomplished by a visiting cook, to the great relief of the housekeeper. These things are merely mentioned as suggestions which may meet the eye of one who inclines toward them.

Trilby's occupation was that of laundress, but she always added with touching emphasis "*de fin*," lest any one should fancy her bending over tubs of unpleasantly soiled clothing. The washing of fine things is among the household industries, and is appropriate to nice fingers when it is needlework that is washed, or laces, from Mechlin down to window curtains; but the usual work of a laundress requires the strength and endurance of peasants. The lighter forms would scarcely support a girl alone, but the knowledge is a valuable adjunct to other positions.

Ascending in the scale, perhaps the first position suitable for a girl of some delicacy of physique is that of parlor maid and waitress. The details are such as any mistress might her-

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self perform in an emergency, and the wages are high if proficiency is shown in making salads, caring for cut-glass and gilded china, arranging flowers, and intelligently serving at dinners or receptions. The training for this sort of work really begins at home, for every bit of household knowledge that has ever been learned, serves a purpose. But real technical knowledge may best be learned at a training-school, at a cost of three or five dollars. Very often it is to be had without cost at some church house or "settlement." As the classes are usually held evenings, one lesson a week, any young woman who is already placed in a family can take the course without inconvenience, as a means of bettering herself later.

The secret of the valuable home-helper is that ambition spurs her on, notwithstanding the theory that there is no opportunity to rise in the household. Every housekeeper of long experience knows of some girl who began humbly, and by her superiority raised herself from servant to housekeeper or companion, or who graduated from her domestic place to become a dressmaker, caterer, or other outside worker. The superior woman cannot be kept obscure by her position.

The care of infants has been elevated almost into a profession, as it should have been long ago, and young women who take it up have a desirable place in the household provided they are graduates of the training-school at the Babies' Hospital in New York, or of some other similar institution.

There is a demand among the well-to-do for infants' nurses who can take the responsibility of the baby's welfare, for mothers are often otherwise busy or are incapacitated through ill-health, and the young mother with her first baby is ignorant of its needs. The trained infants' nurse steps in, rich in experience, filled with scientific knowledge of hygiene, dietetics, and disease germs, and conducts the child through its difficult first year.

The position in a household of the trained nursery maid compares well with that of the trained nurse for the sick. Her care is for the child only ; she is neither seamstress nor laundress, and is not expected to do the family mending nor wash the baby's linen. She takes the child out, but in many cases is only its guardian, a maid being supplied to carry it or to wheel the perambulator. Her duties are dignified but confining, for she keeps the child

at night as well as day, she bathes it, and above all, attends to its food, preparing all its artificial nourishment with scientific care. Everything is regulated by time and rule, and by keeping the child healthy she wins a place in the esteem of her employers. She takes the child at birth and cares for it for about one year, rarely longer, for her specialty is the care of infants, and no other children of the household are thrust upon her. Her training has taught her the use of the clinical thermometer and some remedies for emergencies. She has also taken a short course in Froebel's lessons, and very early begins to amuse the child with kindergarten plays.

Six months is the time required to learn infant nursing, at the Babies' Hospital, Lexington Avenue, New York. Certificates or diplomas are given to graduates, and they are supplied a first place. Less thorough courses of training are given through demonstration lectures at some of the philanthropic institutions in large cities. The wages received for this skilful kind of nursing are, of course, high. As the remuneration varies in different parts of the country for all sorts of domestic positions, it is impossible to state it exactly, but the increase

above the wages of the ordinary nursery maid is from ten to fifteen dollars a month.

To this short review of domestic positions, the young woman who contemplates taking one must add her own knowledge of the unpleasantnesses inevitably connected with them ; but she must also remember that every day that goes by lessens the prejudice against household service, for two reasons : one being that house-keeping is becoming a science and housework a trade, and the second that overcrowding of other industries has made their pay less than a living wage.

Very nearly akin to the subject of skilled service is that of the teacher of cooking. The demand for such teachers is growing, as the public realizes more and more that the preparation of food for the table should be as careful as a chemist's work, and that we must make of the kitchen a laboratory and not a galley.

To become a teacher of cookery a course at some school is necessary, not the ordinary cooking-school lectures, such as the student herself intends to give, but one through which she may gain a thorough mastery of the subject, such as can only be learned at a normal school. The best known of these schools are the Boston

Cooking School, the Drexel Institute at Philadelphia, and the Pratt Institute in Brooklyn, but there are others which may be more convenient. The normal course in domestic science, which is extremely thorough, and touches many themes but indirectly connected with cooking, lasts two years. In the Boston Cooking School the course is six months, the studies dealing with nothing but the subject of cooking. A general course is one year, and a special course may be even less. The latter is ordinarily sufficient in the line of cookery for it includes a housekeeper's course, in two parts; a fancy course; physicians' or nurses' courses; a chafing-dish course, and courses for preserving and pickling.

The tuition fees are low, from two to fifteen dollars for different divisions, or twenty-five dollars for a general course in domestic science. In the Boston school the entire course is one hundred and twenty-five dollars. Many of the lectures are given in the evening, so that a pupil may use her time at other employments while learning this new one.

What are her opportunities after she has learned? First, there are the public schools, then there are the innumerable charitable in-

stitutions supported by both state and private subscription. But besides these there are possibilities which the teacher herself can make. Schools for domestic science and for the training of servants are very much in vogue throughout the country, and they give occupation to the cooking teacher. Usually she is hired by a club that is responsible for her salary. An ambitious woman can combine teaching in the schools with teaching outside, and thus double her salary, or offer it to both school and club at an attractive figure. About six or eight hundred dollars a year should remunerate her.

There are many ways in which the enthusiastic cooking teacher may add to her receipts. For instance, if she lives in a place large enough to warrant it, she can give a course of demonstration lectures. These are intended especially for housekeepers and not for house helpers, and therefore teach the frills of cookery and the discoveries of science. A place to give them in is the first requisite after securing a few acquaintances as patronesses. Proceed on the lines of a parlor lecturer in getting your audience, and having got them, surprise them with something practical but unusual each time. Right before their eyes prepare two or three

dishes and give them to eat thereof, handing them in addition little printed slips of paper containing the recipes used.

Lectures such as this prepare the way for more general cooking schools, the pupils of which are women who are already housekeepers or cooks, or who have this line of industry in contemplation. Such pupils will pay ten to fifteen dollars each for a course of about thirty lessons in plain cooking, and the same for an advanced course of the same length, with the addition of five to ten cents a lesson for materials used. It must not be supposed, however, that the humbler class of pupils is easy to get, for the miserable fact stands in the way that mistresses will pay for untrained service, and therefore the workers see no need for the extra labor and expense of technical training. An increase in wages is the most powerful lever, but getting housekeepers interested is the very best method of interesting the helpers, and that is why demonstration lectures are a help to the cooking school proper.

Very much depends upon the bearing of the teacher toward her pupils. She must love the work and view with patience and almost affection the pupils under her care, and be careful

to treat them as patrons and friends. Class discrimination would be out of place.

To make her school a success, she should stimulate the pupils' interest by graduation exercises and the giving of diplomas. A thorough examination must be satisfactorily undergone before a diploma can be given, however, and a rigorous list of questions answered pertaining to chemistry of food, nutritive values and menus for different classes of meals. Such a diploma means something in the community, and a young woman holding one should know that she need never lack for a good place at high wages unless she is sadly lacking in Christian virtues.

Another way of exciting interest is to hold food sales, and these may also be a way of increasing receipts. The articles offered for sale comprise everything from jellied soups to entrées and sweets. The materials used are furnished by the school, and the work is that of the pupils, each one of whom affixes her name as an advertisement of her proficiency. The most attractive way to arrange these sales is to hold them in a private drawing-room, serving tea and school-made cakes gratis, with neatly dressed pupils as attendants.

Another department of such a school is an intelligence office for the placing of graduates — but it is always a foregone conclusion that superior cooks can be well-placed. Many of the pupils will be sent to the class by their present employers.

A class for waitresses can be added with but little expense to the teacher. The tuition fee is from three to five dollars for twelve lessons.

These are some of the possibilities which await the teacher of cookery. Not a brilliant career, perhaps, but one which affords a decent living and very nearly approaches philanthropy in an ill-fed world.

CHAPTER VI

THE TRAINED NURSE

THE market never seems to have been overstocked with good nurses. Until lately there has always been a cry for more. One and another whom you heard of as being idle much of the time, you were sure were not good nurses. You who think of taking up the business, ask the definition of the term, a good nurse. I should say, all of the Christian graces, coupled with fine technical skill; a lady, a servant, a doctor, a humanitarian, all rolled into one.

There will be illness among man until the sun burns up the earth or until it is smashed into by a skylarking comet. In fact, there will be even more than common in that dire day, so there is every reason in the world for young women to learn how to take care of the sick and maimed, and at the same time earn thereby a comfortable living for themselves. But the public has grown exacting in these

days of specialized labor, and demands the best. That is why there is always room for more trained nurses. There is another reason; the ranks become decimated, from marriage, and from another cause, which I must in honesty mention, depleted health. The work is trying and exhausting, and the working years are rarely more than ten, for the constitution cannot longer stand infringement of all the laws of health and regular living.

This brings us to the beginning of the technical part of the preparation, a physician's certificate of physical soundness. Every young woman who makes application at a training-school has to bring such a certificate from her own doctor; but so important is this question of health that the applicant is again examined by the hospital physician. So it may be said that girls who are delicate or nervous must consider themselves as out of the reckoning. Life in the best training-schools is regular, and students do not suffer there from overwork, on the contrary, often gaining in health; but it is in private practice that health lowers, and where it is most needed.

Hospitals have different rules as to the age of applicants; the New York Hospital stipulates

that a probationer shall not be less than twenty-three nor beyond thirty-three. Throughout the country, however, the average limit is between the ages of twenty-one and thirty-five years. Those that receive students younger are apt to be the sort that overwork them. Older women are not considered valuable.

A markedly popular nurse was asked what she considered the first requisite of success, and she replied, "The best thing is to have to support yourself—no, better than that is to have some one dependent on you, then you've got to work well, for if you don't, some one you love will suffer for it." So it seems that the fundamental requirements are health and the necessity for wage-earning, but it can scarcely be said that this is peculiar to nursing. All endeavor that is worth while is made because the endeavors are necessary.

Suppose you have the two requirements mentioned and have personally asked me to tell you how to become a trained nurse, and I am disposed to tell you as many things as you can know until you have actual experience. Very well, then, the first thing to do is to inquire of the two best doctors in your town which are the best hospital training-schools in Chicago, New York,

San Francisco, or whichever large city is nearest to your home. Hospitals are becoming a usual thing now in towns of fifteen thousand inhabitants, and many of these hospitals train their nurses, but there are several things to be said against them. You have on the one hand nearness to your home, but on the other, your certificate of graduation bears the mark of a comparatively unknown hospital and has but little weight except in the town where it was given. Then again, the pay you draw will be smaller in the small town if you remain there to practise, though to be sure, living is cheaper. By all means select a prominent hospital. Bellevue in New York was the first to train nurses, and the graduates from it are very proud of the fact, assuming the superiority we sometimes laugh at in graduates from Harvard and Yale. I have even known Bellevue nurses to try to get higher pay than what is usual, merely because they were from that school. It is an excellent school, however, and a tremendous variety of experience may be had there.

Another thing in choosing your hospital besides its prominence is the length of the course. The usual duration is two years and three years, yet there seems to be no difference in the effi-

ciency in private practice, and those eager to get into the world are impatient of the third year. Having selected the hospital, write to the matron or head nurse for an application form, comply with its suggestions, and you will probably be received.

Each hospital varies in its established routine of training, but the essentials are much the same in all. It is not necessary to detail the differences, but merely to show some of the probabilities to those who have not yet begun; therefore the method of one prominent hospital is given.

The time for entering is regulated by the time of the application and the need of the head nurse, but September is perhaps the best month, if you can arrange it so. Suppose you have chosen a two years' course, that means that you serve twenty-four months. Although your graduation exercises may occur before your time is up, yet you are obliged to serve the full time before you can go out to private practice. Some schools arrange two periods of graduation a year, but the usual time is June. You may, however, enter at any month of the year, if it happens that there are vacancies. Some schools, however, are so crowded that other classes are

made up twelve and eighteen months in advance.

The first month you are a probationer, which means that you are being tried to see "what sort of stuff you are made of," and that if you flinch you can be rejected by the school. The duties during that first month are closely akin to drudgery, and you wonder if you are merely learning to be a char-woman. But philosophy must carry you through, and if the spirit grows rebellious or the temper impatient, there is a real satisfaction in cooling both by polishing faucets or scrubbing the bath-tubs. This probationary month is really a crucial time, and even though the matron does not disapprove your work, you must examine yourself closely, to settle for all time whether you can proceed in justice to yourself. If you are going to be half-hearted, impatient, or disgusted, is not your ambition too lukewarm to carry you into the regions of success in this line?

But the further you go, the higher, and the scrub-woman's work is supplemented by scientific study. To be sure, you have always to assist in scrubbing the bodies of newly arrived patients, some of which are from the slums; but there is more attractive work also, such

as watching temperature and pulse, and hearing lectures several times a week on subjects pertinent to your work. The first course of lectures, delivered always by practising physicians, lasts three months, and the pupils are examined orally. At the end of six months there is a searching written examination. Lectures continue through the entire hospital service and their attendance is obligatory.

Apart from the lectures, although the two are interdependent, is the practical training. This fills up nearly all of the waking hours, or rather, twelve hours a day.

Life in the hospital is as regular as life in camp. Reveille is at six in the morning, and duties begin at seven, ending at seven in the evening, but "taps" is figuratively sounded at ten in the evening.

After six months of duty, night work begins. The course demands fifteen weeks of this, divided into two periods, and the hours are from seven to seven.

What are the joys of such an existence, the hours of ease and fun which are as necessary to life as work and food? Not a large amount, but enough for her who has her heart in her work. She has her evenings until ten o'clock,

at which time she must go to bed, and indeed, she needs the rest. She also has one afternoon a week and three and one-half hours on Sunday. Restricted as these hours seem, they are more generous than the playtime of private practice. The night-workers have two free hours daily.

To resume the subject of tuition. As the course of study advances, it increases in interest, for it approaches more and more nearly the work of physicians. Anatomy is studied, not exhaustively, but enough to give acquaintance with all the bones, the principal muscles, nerves, arteries, and veins, as well as the location of all organs. Children's diseases are made a separate study. In the second year the studies include medical and surgical emergencies and obstetrics. The latter study is pursued in a maternity hospital where a three months' training is given. Contagious diseases are studied in a contagious pavilion, a course of one month, but this study in some of the schools is optional with the student. Under the head of children's diseases and medical emergencies, much is taught concerning contagious illness, and thus the nurse can avoid exposure to maladies she would be liable to contract.

We have yet to consider those matters which affect the purse, those that fill and those that empty this sack of joys and sorrows. Having agreed with the young woman who said that the necessity for self-support is the first requisite of a successful career as nurse, it is worth while to consider what the expenses are during training. Considering that each girl enters in a condition of ignorance, the hospitals are generous in their treatment. They give both bed and board, and, in addition, a small sum to cover the expense of dressing and some other things. It is stipulated that this sum is not a wage, for the education given is considered ample compensation for the service rendered. The bedroom must be shared with others, and is under the supervision of the head nurse, who has the right to make closer examinations than a high-spirited girl can easily tolerate, but everything is comfortable and scientifically clean. The allowances made are from five to seven dollars a month during the first year, and twelve dollars a month during the second year. This money is given to defray certain expenses, such as uniforms and books. Small as the allowances seem, they are quite sufficient to carry a girl through without help from any

one. She will have to pinch pennies and stretch resources, but it can be done, for many have proved it.

Another subject that interests you is what you are going to receive when in private practice, and how you are going to get cases. The first is easily answered, the second needs amplification. The trained nurse receives as her pay wages that range from fifteen to fifty dollars a week. The usual rate, however, is twenty-five dollars a week. When they receive more than this, it is because they are fortunate in having patients who are able and willing to pay unusual rates. The profession is not protected by any trades-union rules, but the rate of compensation is like that in other professions. One lawyer will charge more than another for a given service. The same may be said of doctors. And nurses are very like doctors, they charge what they can get, regulating their fees according to the ability of the patients to pay. When a nurse takes less than twenty-five dollars a week she is apt to think that she is doing a work of half charity unless there be other compensating advantages, such as a very long engagement, or very light work. Then again there are parts of the coun-

try where twenty-five dollars have much more purchasing power than in New York. In such places less wages can be taken, and at the same time, as great a reward be actually received. But individual capacity counts in nursing as in everything else. One nurse will be in great demand because surgeons and physicians know her value and try to secure her services. Such a nurse is in a position to charge the very best price. Another woman with an efficiency which only passes muster will be hired only because she is a nurse, and she can only get the conventional wages.

The nurses turned out of the various schools have much pride in the institutions from which they go forth. A New York Hospital nurse will insist that the training is better where she was taught than anywhere else; the Bellevue nurse will set up the same claim, and the graduate from Mt. Sinai will defer to no one. As a matter of fact, however, the difference between the schools is very slight. The stamp upon a woman does not make her extraordinarily efficient; what makes the difference is the woman's natural ability — her intelligence, her tact, her zeal, and her physical strength. In times of convalescence, when the nurses have

slight duties to perform, they sometimes tell tales of their experience in the school and in their practice. These stories are not generally intended to detract from the patient's estimate of the value of the service that the nurse is giving. But nurses would not be women or human unless they bragged a little.

To the uninitiated the pay of the trained nurse seems high, but the prospective student will need to consider a few things which she may not have pondered. By multiplying the sum she will probably receive a week by the number of weeks in a year it seems like opulence. But you cannot reckon that way, for there will usually be some idle time between cases, and the profession has its inevitable expenses. You will have a good income, one large enough to support yourself and your mother or young sister, but not quite as much as you at first may have supposed.

One of the requirements of a nurse in practice is a home. She may be seldom in it, but she cannot do without it. It is a refuge when fatigued, an asylum between cases, and an address where applicants may call. As a rule, two or three girls room together, as all are rarely home at once, or a larger number unite

in taking a cheap flat; or, again, there is the nurses' lodging-house, which is a sort of registration bureau as well. A telephone is a necessary convenience, but the expenses of this are divided among all. When on duty the home is not used, but it must be paid for just the same.

Having looked at receipts and expenses, it would be unwise not to inquire into the ways of making receipts sure, in other words, into the methods of establishing one's self in business. This important matter really begins as far back as life in the hospital. There the nurse is thrown much with the visiting physicians, who are all men of prominence with large practices. It is not compromising with self-respect to prove to these gentlemen, whenever you assist them with a patient, that you are an intelligent, conscientious worker, to the end that they may send you to a case. It is only good business. No one need be misled into thinking that a doctor would take a poor nurse to assist him, so if you are not efficient there is little danger of your being sent for, even though you are personally acquainted with physicians. As soon as you are released from the hospital, call upon the visiting medi-

cal staff in their offices, and leave a card with your address.

Some of the hospitals, such as Mt. Sinai in New York, for instance, furnish each graduate with her first case. If it is shorter than three days, another is given her. If your duties are done in a way which satisfies the attending physician and pleases the patient, you are likely to be placed elsewhere as soon as liberated, and to go on from one to another, the gratifying result of personal recommendation from both doctor and patient. Others may look with envy at your successful career and attribute it to good luck, but you know in your heart that it is due to hard work, not only during the days of "probationer" and later training, but in every case at private practice.

Going to the first case "on private," as you will learn to phrase it, is a delicate and nerve-trying experience, and requires tact and courage. You will probably do more creditable work, and get through with more satisfaction to all, if your patient is not told that you have never nursed out of the hospital before. Go into the sick-room with a cheerful face and quiet step, and do the first thing that seems needed to make the patient comfortable, like

sponging the hands with alcohol, or shading the eyes, or freshening a vase of fading flowers. From now on your patients are not those who must lie patiently unattended except in extreme need, but they are of the class who demand all sorts of tactful coddling for which the doctor writes no prescription, but which form a large factor in recovery.

I have so far taken it for granted that every nurse goes into private practice, but other possibilities must be mentioned. There are positions in institutions which may be better suited to individual preferences if they can be obtained. Certain specialists in the medical profession keep a nurse in the office as assistant. Private sanatoria keep nurses continuously employed, and there are also positions as head nurse in hospitals, both great and small. The remuneration received varies with each position, so it is impossible to mention data on that point.

Many volumes would not suffice to prepare you for the pleasures and trials which belong to the life of the trained nurse. The life is a profitable and a happy one if you make it so by determined optimism, and the opportunities of doing good are limitless. It is no small thing

to perform "the mission of woman on earth," to be "permitted to heal the sick world that leans on her." And it is not all occupations that permit those who follow them to infuse their business with blessings to others, and at the same time to be earning a living for themselves and some dependant.

MASSAGE

The trade or profession of the massage operator, or masseuse, to use the French word, is closely akin to that of the trained nurse, and it has not been infrequently the case that trained nurses have made a specialty of massage and finally adopted it as a distinct business. To be sure, every trained nurse has had instruction in rubbing, and experience also, therefore when she takes up massage as a specialty she has a great advantage over the women who begin without either instruction or experience. The pay received by a massage operator is usually very good, and it may be considered an attractive occupation by those who are fitted by nature to do the work.

To begin with, a woman should be very strong and very healthy and possess a placid

disposition. The nervous operator is apt to communicate her nervousness to the patient, and physicians do not like this. In strength she need not have the muscular powers of the woman who tosses cannon balls in the circus, but she will need much more physical robustness than is vouchsafed to the average woman. It is harder, for instance, than washing and ironing ; it is more exhausting than any ordinary household work. The woman who thinks of adopting it should therefore consider her capacities very carefully before deciding in favor of it. It has not generally been regarded as an occupation adapted to a gentlewoman ; but this prejudice is vanishing somewhat. It is still quite true, however, that fewer women of gentle rearing go into it proportionately than into many other callings mentioned in this book. It is quite likely that nine out of ten of the women practising massage at this time in America have had scant training in addition to that they have received in their practice. The usual method is to go to a practitioner of massage and ask to be taken as a pupil. Such pupils are sometimes asked to pay a fee, but the more usual method is to let them work for the teacher without wages. In such establishments—and there are many

massage establishments—the living expenses of a novice must be borne by herself. When the pupil becomes expert, and a strong and intelligent woman will acquire expertness in a month or so, then she is considered worthy to go into private practice or hire herself out as thoroughly trained and competent.

In the whole of America, so far as I can learn, there are only two places where a woman can study massage, except in the happy-go-lucky way that I have described. One of these is in Boston and the other in Philadelphia. In Boston is what is called the Posse School. This has a four years' course, and the instruction includes anatomy, physiology and pathology. Then the graduate is turned out a trained nurse, a masseuse, besides having many other accomplishments that are considered valuable in sick-rooms, in sanitarium, and in hospital wards. In Philadelphia, in connection with Dr. S. Weir Mitchell's Establishment, there is a massage training-school. In this a fee of fifty dollars is charged for a three months' course. Beyond these and the hospital schools for trained nurses there are no massage schools.

Now as to compensation. A massage operator will charge from one to three dollars an

hour. Some operators keep very busy and make several thousand dollars a year. Some are hired in massage establishments, including Turkish baths, and get wages of two dollars a day, besides the tips of the persons who have been rubbed. The tip idea is obnoxious to gentlewomen, few of whom would care to go into a business where a part of the compensation came in that form. But there is undeniably a fruitful field for massage operators who know something of anatomy and the other mysteries of the human body, besides having a skill in rubbing and manipulating. The practitioners of osteopathy prove this. There are hundreds of these in America earning large compensation. Their practice seems to be little else than a superior and intelligent massage with which they produce, in some cases, very surprising results.

CHAPTER VII

ARCHITECTURE AND INTERIORS

IF any woman with a deft hand, some mathematical ability, and a strong leaning toward the practical, wishes to enter a rare field, let her investigate the study of architecture. Only a woman of rare gifts and of certain masculine traits can reach the top of the ladder in this profession, so we will put geniuses out of the question and consider only those who are moderately equipped.

Domestic architecture seems eminently desirable as woman's occupation, and not until women take up this branch will houses be built with a reasonable degree of convenience and practicability. No matter how gifted nor how finely educated a man may be, he can never really know the needs of housemaids and cooks. He may be familiar with the temples of Greece and the châteaux of the Loire, and yet fail to provide a place for the flour barrel and the brooms. The normal woman is to some degree

a housekeeper. Even though she may not actually have managed a household, she has been intimately associated with those who have homes to care for, and she has from childhood absorbed domestic knowledge outside the ken of man. The home is the woman's kingdom, and the profession of home-keeping is one which comes almost as naturally as lengthened frocks. For a man to plan a home is almost as incongruous as for a woman to plan a manufacturing plant.

A brilliant young architect in California once drew plans for the ideal dwelling. Its conspicuous feature was a large, towerlike addition containing, downstairs a smoking den, and upstairs, the owner's bedroom. A private staircase connected the two, and egress was through an outer door. "Charming," all the man's friends called it, because it was just what a man would like. But what of the rest of the house? Closets were dark and infrequent, cellar stairs too narrow, the butler's pantry badly planned, etc., as is too often the case.

To the man architect luxury consists of large rooms and a multiplicity of tubs. But every housekeeper knows this to be a superficial way of looking at it. Real enduring comfort can

only be had when the housekeeping machine is well planned. The cellar and kitchen, and all that in them is, must be perfect, or the dining room will suffer. A man's one requisite of a cellar is that it shall be dry. A housekeeper demands that it shall also be light, for light is the enemy of dirt which fosters disease; and a woman insists that cellar stairs shall be the widest in the house, with a wide tread and a hand-rail. Falling down the cellar stairs is not a necessity of humanity; it is a diversion occasioned by stupidly built steps.

What is a man's kitchen like? No more unpractical than a woman's plan for a bachelors' club-house would be. I have in mind an extravagant city house where the range is small and poor, and stands in a deep shadow, the ice-box is built in near by, where the heat of the kitchen fills it whenever the door is opened, the dresser shelves are so high that even the lowest can scarcely be reached, and the marble facing of the entire room makes it impossible to put up the little hooks that hold so many necessary utensils. To cap all, the dumb-waiter is fifty feet from the range, in the back of the house, while the kitchen is in the front.

The humble class of people who do our house-

hold work never complain of these inconveniences and hindrances to good service because the poor accept everything that is as inevitable, and so we hear no complaints. But the intelligent housekeeper knows, and does her little best to palliate the structural faults of domestic architecture by sundry ingenious devices or by a wide iconoclastic revolt.

Matters are the same all through the house. The butler's pantry is always an exposition of the inadequacy of man in planning the tools for woman's duties. It is rare for the pantry sink to be placed in the light, yet the mind revolts against the thought of a dark, unclean sink. The space around it is the architect's pet economy. He has never washed dishes, so how could he know that the piles of unwashed glass and china, and the piles set to drain, take up more room than those actually within the water? A counter running around the pantry, above which are plate shelves, is one of his happy devices, but, alack! he sets swing doors before the shelves, and any unhappy dish upon the counter is swept to the ground. A little place for brooms and brushes is quite forgot, and these must hang where they may in frank unconcealment.

The bathroom is man's realm, and he plans a classic marble affair, with a plunge below the level of the floor, and all sorts of silver plumbing. But the perplexed chambermaid searches the marble walls in vain for the door of a cupboard in which to hang bath robes, hot water bags, and other unclassic necessities of the bathroom.

It is not only in the machinery of the house as relating to domestic labor that the architect fails ; it is also in the finer matter of planning for hospitality. Every hostess realizes the part the house itself plays in making a success of her gatherings. The features that compose the ideal house for entertaining are a matter of instinct, and only a woman can thoroughly know them. In New York, where houses are being continually freshened by making over, is a residence which remained unsold for two years after building. It was large, elegant, and luxurious, and many thousands of dollars had been spent on it. The reason no purchaser could be found was simply this ; there was not a room in all the house where formal visitors could be received in seclusion. The front door opened into the front room, the foyer in the centre contained the stairs, and back of that was the dining room. People of moderate means and

modest living might have been willing to put up with such inconvenient publicity, but only the wealthy could afford such an expensive house, and their manner of life could not be adjusted to its mistakes.

To vilify men architects is absurd, and the foregoing remarks must not be taken as mud-throwing. They are written with the sole object of showing women a corner of the architectural field where they have a reasonable chance of success and where they are really needed. Domestic architecture seems peculiarly adapted to women, and any woman with a taste for it will find a market for her labor, always remembering that other things besides architecture are necessary accessories.

Perhaps I am persuaded to dwell with emphasis upon the field of domestic architecture because of a conversation held with a young lady about to graduate from an architectural course of two years. She was working out a problem, a schoolhouse of two stories and a given number of square feet to the floor. Her elevation showed a fairly attractive building of about seventy-five feet front.

"Is it for the city or for the country?" I asked at once.

"I really don't know; I don't suppose it makes any difference," was her reply. That shows how much a little experience in life is needed as a supplement to technical instruction. With city property at two or three thousand dollars a front foot, the young architect would have difficulty in disposing of plans with a seventy-five foot façade.

"Have you thought much about the problems of city house fronts, or the convenience of domestic interiors?" No, she hadn't. She didn't think they'd had anything in the class but public buildings. There is fault then in the teaching; the woman architect is not thoughtfully directed by her instructors.

Now having made these points, it will better please inquiring minds to pass on to the subject of how to get an education. In cities it can be done without large expense, that is, as low as seventy-five dollars a year for two years in a school which graduates architectural draughtsmen. A year at the Boston School of Technology is a desirable finish to the course, and is to be recommended to the ambitious.

After the equipment of an education is gained, what then? A place in an architect's office. Now unless you have ideas or capabili-

ties superior to the average young man applicant, he will get the position in your place, and this is why the woman architect needs many things besides an ability to draw with correctness.

The young draughtsmen who bend over the tables of their architect employer cannot limit their work to the drawing and elaborating of plans. They are sent out to superintend the buildings which are being put up, and must climb up stairless houses to upper stories and roof and see if the workmen are accomplishing proper construction. All this does not, at first blush, seem like woman's work, and because it is often required of the draughtsmen (who through this process learn the practical side of architecture) women are not favored for the position. But they can and do overcome all personal prejudice against this side of the work, and become immensely valuable assistants in an office. A woman architect far up in her profession once said she could imagine no greater happiness in life than planning and creating houses. She lived in bachelor quarters and was ready at any time to seize her valise and hasten away to Boston, Chicago, or wherever business called her. She attained the

distinction of belonging to a firm of men architects where her work was valued for just the qualities that are natural to woman's creations — practicability, and charm of detail.

No student of either sex is fitted for practical work on graduation; therefore the wages for a beginner are low. Five dollars a week is the insignificant sum paid in some offices, but the sum is raised to eighteen and twenty-four dollars as skill develops.

But the employer is giving instruction as well as wages; and there is room higher up toward which you are climbing. After a woman has become acquainted with the workings of an office and learns the difference between drawing on theory and drawing for practicability, she may feel like starting out for herself in the field of domestic architecture. But this should not occur until she has had experience with specifications and contracts, for to fail in these is almost a worse fault than to fail in plans — the latter involves less financial disaster. To build for yourself is speculation, and requires capital. It is a fascinating pursuit, but I will not dwell upon it, for by the time a woman is in a position to follow it, she is better capable than any one else of judging

of its advisability. Building for other people is safer, for the pay is five per cent on all outlay in large contracts, or a stipulated sum for plans drawn and overseeing done.

Closely allied to the subject of architecture is that of interior decorations and furnishing. A few women in large cities have taken up this work, and are reasonably successful. The only barrier to a large success is that they have two classes of ideas: they are either extravagant in outlay or are artistic beyond the power of their patrons to appreciate. As yet they have not shown a disposition to open shops and do odd jobs of papering and frescoing that make a livelihood for many humble decorators who are patronized by such as those who want Mollie's bedroom done over or the sitting room freshened. Therefore, I have to confess that although many women incline toward home decoration as an employment, they have not as yet taken up the business in great numbers.

In some large cities there are notable examples of women decorators who conduct large businesses of a choice kind. These began as designers, and some are now in a position to employ a corps of designers themselves.

Contract decorators say that there is room for young women with skill in painting, at frescoing ceilings and side walls when fine hand-work is required. Dressed in workman's blouse, they sit aloft on scaffold or ladder and work after the manner of other mural artists. But these are persons of talent and long training.

One of the most practical branches allied to the work of decorating interiors, and one which catches many a patron, is that of placing old furniture. The woman who essays this work should have great taste and ingenuity. On being called in she surveys the drawing-room with a critic's eye, knowing at a glance exactly what changes to make in order to transform an ugly apartment. She hangs rugs, drapes portières, screens the piano, places lights, and in many ways works magic. She even searches the house for choice old bits of furniture, has them refinished and makes happy use of them. If things are perfectly hopeless because of a melancholy wall or obtrusive carpet, she begs a little expenditure, and it is in general cheerfully granted. One might fancy that the inmates of a house would be the best ones to arrange furniture; but no, their eyes have

grown blind to accustomed faults, which the stranger sees at once.

The fault with this work is the very little money to be made by it, therefore it must only be looked upon as a road which may lead to more profitable employment.

Just as a suggestion at the end of this chapter on houses, it might be well to add that half the beauty of a suburban or country house is its setting, and that the architect should have an eye to that as well as to the drawings. This means a little knowledge, instinctive or acquired, concerning landscape gardening. The profession has been adopted by a few young women who make it a specialty, but they are rare instances, and it is best used as an adjunct to architecture unless it seems to the would-be wage-earner the only thing she can do. This is not said because women are not fitted for the work, but because of their difficulty in finding it.

CHAPTER VIII

TEACHING SCHOOL

It seems not so very long ago that the indigent gentlewoman turned as naturally to school-teaching as the sunflower turns to her god. The equipment required was a good education in all English branches, a bowing acquaintance with the French and German tongues, and temperamental adaptability for the work. With these qualifications, a woman could take up the occupation at any time in her life when the need pressed. Modern ways demand a different preparation; one so comprehensive that the would-be teacher must know from two to four years in advance that she is to teach.

Of course I am alluding to teachers who are on salaries and not to those who conduct schools of their own. The latter class presupposes some capital for the venture, and will not be discussed until after the others.

First and foremost, the woman who wishes

to teach must possess or acquire the faculty of imparting knowledge. It is a special attainment by itself and is quite distinct from imbibing knowledge. A teacher must be in love with her work, in love with the studies she teaches, and with the pupils whom she instructs. Like most simple statements this is capable of a volume of amplification, but we leave it without further comment, as the index hand pointing to success.

On making application for a position as teacher in a private school you are immediately asked the name of your alma mater. If you reply that you have not been to college at all, you are apt to be at once refused, which means that a college education is almost necessary to those who wish to teach. In public schools there is also a requirement, a diploma from a state normal school. A course at college is a great addition if it comes as a natural finish to an education, but it is not readily taken up long after leaving school, and the stipulation requiring it bars many who might otherwise make good instructors. We have not always had women's colleges, one might suggest, and yet there have always been women teachers, and good ones. But the times demand the

graduate teacher and so a college education is necessary. For this reason, unless your education already embraces this four years of higher mind cultivation, it is best to abandon the thought of applying for a position in a private school. But if you have already the desired equipment, you may like to know something about the duties and remuneration.

Unless the school is so large that each teacher confines herself to one branch, she is usually in charge of two or three studies, as, for example, history and science, or Latin and mathematics. As two or three grades of pupils will be studying these branches, the teacher will have a class of each grade, and thus her time is fully occupied during school hours. Her remuneration in private schools for this work is as low as six hundred dollars a year, but if she proves her excellence she may receive twice that, or even fifteen hundred dollars yearly. There are cases where a hired teacher relieves the principal so efficiently that her salary reaches the sum of eighteen hundred or even two thousand dollars; but these are exceptional positions and are the direct result of special fitness and special effort on the part of the teacher. They are mentioned here only

as glittering possibilities to which one may aspire, but the six hundred dollar salary is the one to which the mind must first accustom itself. It seems, and it is, a small remuneration when the equipment is considered, but the rule applies here that all intellectual employments are poorly paid. The amount would be munificent to a shop girl, but the ordinary shop girl has not the misfortune of refined tastes, nor does she have to dress well, nor meet a thousand demands because *noblesse oblige*.

There is, however, a way open for teachers in private schools to add to their income. This is by outside work. There is often a girl who has fallen behind in her studies through illness or through mental sluggishness, and parents are glad to find an efficient teacher willing to help such a pupil during the afternoon hours. Then there are schools with afternoon sessions in which engagements may be made to teach one branch.

"I have all my time after school, to do just as I like, and nearly four months' vacation," exclaimed a school-teacher joyously, in dilating upon the advantages of her calling. That is one secret of the popularity of that occupation, its

hours are short, and it leaves time for a little life of feminine pursuits before dark shuts a woman indoors. But there are other advantages, not the least of which is, that the little world in which the teacher of a private school works, is a world of refinement where affection and mutual confidence rule as in a family.

The State demands that teachers in its schools shall be graduates of a normal school, in which instruction is given free. A college education is not stipulated. In the normal school, practice in teaching is given, so that a teacher enters her first position armed with experience, and is not disconcerted by the presence of her little flock.

Even in Shakespeare's day the pupil went "creeping like snail unwillingly to school," but whoever saw a teacher linger on the way? As far back as I can remember anything, I can recall seeing an active young teacher of a public school stepping happily along the way to her temple of learning, which in those days had not outgrown carpenter architecture. And all over our wide country the same thing may be seen every morning near nine o'clock, the teacher preceding her pupils to the school-house. Her duties are more arduous by far than those

of the private-school teacher, but her remuneration is not always less. She has long hours, from nine to half-past three or four, regularly, with frequent opportunities of prolonging this to watch delinquents who are kept after school to learn neglected lessons. Her summer vacation is a month or more shorter than that of the teacher in private schools. And yet, she is interested in the work and likes it. Otherwise she would not stay, for teaching is one of the things utterly impossible to follow as a calling if it is distasteful. And the probable remuneration for public school work? Approximately, from five to twelve hundred dollars a year. High school and normal school work is the best paid and should be sought above the primary.

The third kind of teacher is she who is a law unto herself, one who opens a private school on her own responsibility. Suppose that a woman has a little home of her own, in a small town or city, perhaps, and has also a natural fondness for growing children, and a generous education. It is open to her then to revert to older methods and to teach on her own responsibility without having graduated from either college or normal school. But with all her liberty of action, she has a handicap in being unacquainted

with the latest text-books and systems of instruction. If she is bright and progressive, however, a few hours spent in bookstores will almost educate her. Text-books change from year to year, but the modern way of introducing the best literature into the schoolroom will seem but natural, and she will be as adept in selecting it as a college-taught teacher, for she is familiar with literature through love of it and not through compulsion.

The self-elected teacher must know her own powers and arrange her school to suit them. Because of self-mistrust she is apt to begin by soliciting as pupils only those who are just past the kindergarten period of childhood. But experience gives confidence, and once an intelligent woman is embarked on a new enterprise, she is ambitious of progress.

One of the best known schools for girls in this country is conducted by a lady who began to teach because of loss of fortune. Her story is worth repeating because it may have points of suggestion for other workers. She had as equipment a liberal education which was supplemented by the unconscious education gained through contact with many persons and places. On looking at the business of teaching, she de-

duced the fact that although the risks and responsibilities of a large school belong to the principal, the profits were hers also. Therefore she aimed at being the chief. To fit herself and to learn the details of the business, she took a position as substitute in a private school, a position suddenly left vacant at mid-year. During this brief apprenticeship she not only taught classes, but studied minutely every detail of the establishment. The school was a young ladies' boarding-school in a large city, and she had much to learn in every department, housekeeping and book-keeping as well as in educational systems. In fact, she cared more about learning the business as a whole than about instruction *per se*, for, she said, expert teachers can be hired for a few hundred dollars, and she who manages a large establishment should have her mind untrammelled with the fatiguing detail of class work.

After leaving her temporary position she looked about for an opportunity, and hit upon a suburban boarding-school which was dwindling. This she offered to buy from its principal. There were twenty-five pupils when she bought the "good-will" of the establishment, but only seven of these appeared at the

opening of school. But the new principal was not in the least discouraged. On the contrary, she had a magnificent determination to win success, and applied such enthusiasm and energy to her work with her handful of pupils that her light could not be hid under a bushel. The result is a model school, with the number of the pupils limited by the law of the principal and not by the number of applicants, for these are daily turned away. The principal is not a teacher, but a business manager, and her school is an educational community with separate buildings for classrooms, for dormitories, and for refectories.

Let this brilliant example act as a tonic to the ambitious as well as to those who must begin yet more modestly and whose abilities are less.

KINDERGARTNERS

Whether the young women who teach in kindergartens have always been enthusiastic child culturists, or whether the work creates its own interest, is open to controversy, but certain it is that all kindergartners are warmly attached to their work. But those few who are at the head of normal training schools for Froebel's

methods declare frankly that the demand for good teachers is greater than the supply, and this is a "pointer" to those who look to some branch of teaching as a means of livelihood. But in this as in other things, it is good workers who are wanted, not indifferent ones, and it rests with the individual which she shall be. It goes without saying that patience, firmness, and a keen sense of justice are needed attributes, and without these teaching had better not be undertaken. An out and out love for children is not necessary, for it will come to any one who is much associated with chubby restless hands and round eyes set in serio-comic faces.

If your only acquaintance with the kindergarten is an occasional view of children playing around a table, or an inspection of pricked work, paper weaving, and card stitching, it seems as though a very few lessons would enable your mature intelligence to compass such technical knowledge. But as a matter of fact, two years' study are required to graduate the teacher. Froebel gave a lifetime to his studies, and the cream of his deductions and experiments is imparted in two years. The course of study embraces drawing, music, sci-

ence, psychology, the history of education and physical training. Music enters so largely into the exercises, in the singing of verses and games, that the teacher must have some slight knowledge of piano playing, and she should not be afraid to lead a little band of babies with her singing voice.

Of course it is only in cities that training-schools for kindergartners are found; therefore to the expense of tuition is added that of board for two years, if the aspirant lives in the country. The cost of tuition in large schools, like the Pratt Institute of Brooklyn, is seventy-five dollars a year.

The reason that the profession of kindergartner is a good one to consider is that the demand for teachers is constantly increasing. Kindergartens for the children of the well-to-do were at one time the only sort, and these seemed a questionable luxury to those who have nurses in plenty to keep the children entertained out of doors in the young days when physical development counts more than mental. But even the most old-fashioned cynic stopped arguing when the suggestion was made to establish kindergartens for the benefit of the poor little mites whom the scramble for bread

leaves practically motherless, either shut in a tenement or turned into the streets. And so free kindergartens began, and enthusiastic women with humanitarian motives encouraged and advertised the movement until it grew freely. Churches, public schools, and missions in large cities have been led into adding a new department to their work. That great modern evidence of universal brotherhood, the social settlement, counts the kindergarten as one of its most important branches of work, for it is only through the influence of the little children that families of foreigners can be led into amalgamation with the country of their adoption, especially those who have been forced to come to America through persecution and not from choice.

It is easy to see that with such important matters resting on the kindergartner, she who takes a place in a free kindergarten has an inspiring task before her.

As we are considering first the support of the woman who takes up the work, it is best to descend to the very practical consideration of what pay she is likely to receive. From thirty to fifty dollars a month for nine months of the year is the usual wage of a beginner. Positions

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are usually found through the training-school, which receives applications for teachers. These applications come from all over the country, and many of them from the West, which is so quick to embrace new ideas, but which has as yet only one normal kindergarten school, that of the University of Illinois.

Like any school of instruction, kindergartens can be established as a private business venture of the teacher, and great success has been achieved in this line. As the mode of reviewing the field and gathering in the pupils is the same as that of organizing a school for older pupils, the earlier words of this chapter may be consulted to avoid repetition.

CHAPTER IX

OPPORTUNITIES IN SHOPS

WHAT does a woman see when the great doors of the department stores close behind her? Aisles and counters, shoppers and goods. She passes the people, and examines the goods, either from curiosity or to satisfy a genuine need. The only thought she has is her own desires and the possibility of achieving them. That is what shopping means to the ordinary shopper, and a store is merely a hoard of goods from which to pluck certain articles to fill a need or indulge an extravagance.

Until her eyes are opened she has no idea of the life that goes on within the store, which is a social community all by itself, outside of the consideration of customers. It is a beehive of industry where hundreds of girls and women find employment; and, in reviewing the various occupations to find one which personally suits you, it is well to give a little thought to this, which may—only before investigation, however—seem too humble.

If, in shopping for yourself or your family, you have ever considered at all the women employees in department stores, you have only observed the cash girls and the sales girls behind the counter. The cash girl is not an object of envy, lagging about the store dressed like a child from an orphan asylum and receiving two dollars a week as compensation. Neither is the sales girl's place coveted, unless in exceptional instances; but the position immediately above her is one of some dignity, and it is called head of stock. A woman in this position is scarcely less important than the keeper of a small shop, for she supervises all the goods in the department, keeps the order book, inventories, demands new stock for replacing, lays aside shop-worn or old-fashioned goods for bargain sales, and is altogether able to exercise her ability and judgment instead of being a mere machine.

One who holds a position above that of head of stock is the buyer, and her place is so desirable that many ambitious workers have marked it as their goal. The salary paid to women buyers is a high one, and therein lies the charm of the place. There is no set salary, the pay being regulated by the size of the store and the

number of buyers it employs. In other words, a rich employer and large responsibilities mean the highest pay. In a general way it may be said that salaries of buyers range from two thousand to eight thousand dollars per annum. These figures are dazzling. How are they obtained? In the old way, of proving the workman worthy of his hire.

Suppose a woman who had never done any work outside of home should establish the position of buyer as her ambition, what would be her way of reaching it? Primarily she must have a quick eye, good judgment, business instinct, and a feminine intuition concerning coming fashions. Added to this is the technical training. Much of this has been learned all the way up from childhood, quite unconsciously, in the shopping done for personal needs. Any observant woman knows the difference between all-linen handkerchiefs and those with an admixture of cotton, between all-wool flannels and those which are not. The best judge of household goods is a housekeeper, and of silks and millinery is the intelligent wearer thereof. So a woman starts with an equipment unconsciously acquired.

But even this will not secure her the coveted

position, for more familiarity yet is needed, and this is of a sort that can scarcely be gained without association with the work in the shop. This is the reason why it might be to one's interest to take a position behind the counter for its educational value. To be familiar with the work of head of stock is to know many things of value to the buyer, whose duties are not by any means confined to purchasing goods. It is through these humble positions that one's education is gained, but it does not always follow that advancement comes. There are many heads of stock who advance no further, therefore the aspirant may find it necessary to leave her shop and offer herself as buyer elsewhere, or even to begin as a private shopper—an industry of which more will be said later.

Places are often found in the smaller cities, and practice gained there. Besides which the worker makes a reputation which serves to advance her elsewhere. One of the highest paid buyers in this country began her career buying parasols for a firm in Providence, Rhode Island. She was heard of in Washington by a man who offered her a large increase in salary, and from there accepted a call to one of the largest department stores in New York. It

must be told of her that she had had no special training when she began, but stumbled into the business by accident, as some would say, although I doubt whether accident as much as natural fitness directs those who find their wider sphere.

The duties of buyers are exacting, but interesting to the highest degree. Detractors of women say that we are never so happy as when buying something. Perhaps it is true, and perhaps that constitutes the charm of the buyer's position. Buying for department stores is largely done through "drummers" who bring their samples for inspection. The buyer receives them in her office, examines their goods, and learns their prices. Then she makes final selections to the best of her judgment—but her judgment must not be at fault. If it is, the firm which employs her makes a loss and the blame is on her. A large Philadelphia house once lost heavily because the buyer laid in a magnificent stock of buttons, twenty thousand dollars' worth, and before they were placed on the shelves, buttons went entirely out of fashion, leaving the field to hooks and eyes. Had the buyer kept an eye on the modes, such an error would have been avoided. This illus-

trates the importance of good judgment and why a competent buyer is necessary to the firm.

Besides the ability to make a proper selection of goods, the buyer must have the coolness to drive good bargains. Those she deals with are shrewd business men, and if it is possible to find in her armor a feminine weakness, they are quick to take advantage of it. They are not slow to play the old game of personal conversation and flattery, where possible, and for this reason the woman buyer can permit no relations other than business with the drummers. If they are seen elsewhere than in the office and during business hours, the personal equation will creep in and bias judgment.

Selling is the complement of buying, and although the buyer does not actually deal with customers, she has a watchful eye on sales, to see if her goods find ready market. Customers in the shop may never notice her, for she is always quietly dressed, and slips through the aisles inconspicuously, speaking with one and another of the clerks or heads of stock. The head of each department keeps a book in which she is obliged to register every item which is sold out, and from this the buyer makes up her replenishing list. If things do not sell

well, there are various devices for calling public attention to them. The buyer has them conspicuously displayed in the window or on the counter, and if all else fails, they are marked down and advertised as bargains.

The buyer is almost always to be found in the store, as attentively watching the sale of her purchases as though her capital had bought them. Several departments are in her care and she has little time to waste. Occasionally she makes a tour among the wholesale dealers and the rival department stores, to keep informed about the market. Twice a year she does extensive buying, for the spring trade and for the autumn, which includes the holiday trade. Large firms send their buyers of certain kinds of goods to Europe to buy directly from manufacturers, and these trips abroad are one of the pleasures in the life of a buyer. It is easy to see that business shrewdness is necessary in dealing with foreign houses where moneys and methods are different from our own. It is this very point of the money transaction that leaves any reasonable excuse for the man buyer, for a woman's selection of goods is undoubtedly the best.

In considering the position of buyer, it must

always be remembered that the responsibilities are excessive, and of the nature that a man in business has to assume. It is true that if a heavy mistake in judgment is made, the loss on the unsalable goods falls directly on the firm, but they can retaliate by dismissing the buyer who caused the misfortune. A woman dismissed for this cause falls far from grace. She not only loses her present position, but will find it almost impossible to procure another, for the knowledge of her mistake will follow her, and other employees will be afraid to trust her judgment. She must, therefore, consider no pains too great to take in fitting herself for her work, and in keeping herself up to a high standard of proficiency.

How many times my lady has felt an imperious impatience from having to wait at a counter, without service, until the clerk has attended to the wants of the shabby little dressmaker's girl who has samples to match. The child who thus interferes with my lady's pursuit is the humblest representative of a trade which is open to all women with a taste for shopping. The complications of modern life make it difficult for the housekeepers and

mothers to keep their houses and families supplied with necessities and luxuries from the shops. A house in town, one in the country, a winter home in the south, a camp in the Adirondacks, all to be kept supplied, and added to this, the countless needs of a family of children, make of a mother an absolute slave, unless she relegates some of her labors to others. In her case the need is evident for a professional shopper to save her time and strength. Another class needs help — the half-invalid who has strength enough for the direction of her household, but who must refrain from physical activity. And who is not overworked at Christmas time, and who would not gladly send some woman of good judgment out with a list of purchases to make, and thus be relieved from the stress of holiday shopping? Besides these people there are many who live far from large cities, in places where local shops cannot supply their demands. There burns in the feminine breast a desire to keep up with the fashion, not an altogether ignoble ambition either, for it extends to books as well as bonnets, and it is in large cities that correct fashions are found.

And so in reviewing the situation it is evi-

dent that the professional shopper has a place in the economy of society. Who elects to fill this position must be regulated by taste, for it would never do for a woman who loathes shops, nor for one who is unobservant. Experience, in this as in everything else, is the best teacher, but that only comes after the plunge has been made.

It seems rather unfair to the majority of the patrons of a shop that they must pay a trifle more for their goods to enable the proprietors to give a five per cent discount to certain others ; but so it is, and this five per cent discount is the pay received by the professional shopper. The store gives it to her in consideration of the extra custom she brings. One of her first steps is to open personal accounts at the shops where she is likely to buy. She then has all purchases charged, and the firms make the discount on the bill.

Because it takes a large bill of goods to make this little business pay, shoppers find it desirable to undertake such things as house-furnishing where the items are costly. Wealthy clients who might spend large sums on dress, rarely patronize the shops for materials, but buy their costumes outright from fashionable dress-

makers and milliners. These tradespeople must be approached and an understanding established whereby the shopper receives a commission for bringing custom. The heads of fashionable dressmaking establishments are not always charming in manner, and a thin skin is sometimes pricked — but it is all in the way of business, and the business woman must grow a crustaceous exterior in defence.

Out of town custom is obtained through advertisements. At first it would seem that the shops offer so much through mail order departments that there would be but little opportunity for the shopper. But think a moment of a woman's usual way of buying. She rarely plunges into one shop and takes whatever they may show her; she prefers to circle through several shops, and review the entire market before buying. This is precisely what the shopper does for the out of town buyer. She selects from all the best places in town, and her varied experience makes her so familiar with the market that she can buy with better results than the actual owner of the money. The reason why the shopper is more satisfactory than the mail order, is that she is not limited to one shop.

It is sometimes possible to obtain a fee for doing the errand in addition to the percentage gained from the shop. A woman living in the suburbs of a large city can make a neat little sum in emulation of one whose methods are given as an example worth following.

The young woman alluded to had a natural shopping instinct, not the variety which makes a hapless clerk display for her delectation bales of goods and thousands of buttons that she never means to buy, but the sharp, quick faculty of knowing what she wants and seizing it when found. She knew by intuition the coming mode, and could tell at a glance if new styles were to be exclusive or common. She had an accurate eye for color, and was a good judge of the quality of all manufactured goods. She was always being besought by friends to accompany them on shopping tours, whether to purchase hats and gowns or only to match a skein of silk, because her assistance and advice made the task easy and pleasant.

When fortune's wheel turned round and left her without the means wherewith to shop, she turned her ability and experience to practical use. As is usual in towns that hang on the fringe of a great city, shoppers all went to town

to make purchases, spending a day in the tiresome work, and returned fatigued at night, in many cases dissatisfied with purchases made under stress of weariness or haste.

To commence business, the young woman applied to the heads of families, and stated that she was prepared to execute commissions in the city for twenty-five cents each, and solicited patronage. She used her own house as office and had a telephone put in. She bought a commutation ticket and advertised herself through private means as much as possible. A few friends patronized her at first, merely from a desire to lend her assistance, but after a time dropped all idea of charity and depended upon her as one to relieve them from the arduous task of going frequently to town.

The economy of the plan also appealed to many. A single trip to town cost a dollar and a half. An errand executed by the professional shopper was twenty-five cents, with ten cents extra for each additional errand in the same shop. If a dressmaker was waiting for another yard of material, the young shopper, if notified early in the morning, would deliver it to her client early that afternoon.

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It sometimes became necessary for her to make two trips a day, and she was able to refuse patrons who showed a disposition to impose by giving her excessively large or bulky packages to carry. Her services were often called into requisition as chaperone to children who were going in and out from the city and whose parents could not conveniently accompany them, and also for delivering packages with perishable contents.

It became necessary to make restrictions in the matter of distances, for if one errand called her to the extremest city limits on the north and another to the extremest south, she could scarce afford to accept these commissions at the sacrifice of ten or twenty smaller affairs concentrated in the shopping district.

As in all other occupations, getting started was difficult and discouraging; but the stage of experiment once passed, she commanded a good business, and even employed an assistant to do the less important errands where taste and judgment were not called into requisition.

In time, this shopper became known to dealers, who began to solicit her custom and offered her the usual discount given to dressmakers or re-

tailers, and thus profit came to her at both ends of the journey.

The position of buyer for large houses seems like the natural outcome of the shopping business. While engaged in the humbler occupation, acquaintances can be made which will be of inestimable value in securing the more remunerative work. To the business woman all experience is of value, and when once in the current where opportunities flow, she learns how to grasp one for herself.

Shop window dressing seems a fitting occupation for women, yet as a rule men are employed at this business. No one knows better than women how to make an attractive display of worldly goods, whether on a dining table or on their persons. They have a positive adoration for fine laces and a worshipful mind for elegant stuffs, to say nothing of their tender regard for millinery. So why should they not know better how to display the precious unattainables which men regard contemptuously as the folly and vanity of the other sex? In a few cases women have taken up this work with success. They work behind heavy shades lowered between them and the crowd outside, and create effects:

then, when all is ready, they disappear, and the public gazes, with loosening purse-strings.

The pay received for this work varies so greatly that a common sum is difficult to mention. Loosely, the salary is from ten to thirty dollars a week, according to the amount of work.

Positions which women have made for themselves, or which have been created by the needs of individual stores, give employment to women of ability, and are always liked by them. In a certain large department store is a lady who has charge of all the buyers for charitable institutions. When these persons come to the store, they are put in the hands of the cicerone who shops with them, going from counter to counter, advising, selecting, and securing prompt attention from the clerks. The patronage of institutions is considered sufficiently desirable to warrant the proprietors of the store in employing this special guide.

Another position similar to this is that of a woman who shops with timid or self-distrustful customers who want to be advised what to buy. Usually these are from out of town, ladies who do not feel sure of themselves on

the all-important question of the prevailing and approaching fashions. The efficient, sweet-mannered woman who accompanies them, has good judgment, infinite patience, and is ready to talk over and plan the wardrobe for the coming season — made-over things as well as new. Almost any woman is glad of the advice of such a person, and the proprietor who retains her is clever in thus gratifying customers who are certain to be faithful to his shop while they can have this counsellor's advice. The woman who thus helps her employer brings many customers of her own, and these bring others ; thus she demonstrates her worth to the establishment. She goes about the store in plain clothes, as unnoticed as a clerk, because customers have a way of not seeing those who are hatless in the big department store, but her work is dignified and pleasant. The employees of the store are anxious to serve her, and the customers whom she guides are grateful for her services.

There is another position which is unusual, because but recently created, but it may suggest a means of livelihood to some woman who considers herself unequipped as a wage-earner. It is impossible to give it a name, but the

duties of the lady who fills it are easily told. She goes to the store each day and surveys it as critically as an enemy might do, to find its faults. She flashes her eye over the show windows to see if they are attractively dressed, and glances at the displays inside. She goes over each and every department in the shop, and examines the stock critically to see if it is up to date. Having a natural instinct for the coming mode and a keen scent for the decay of fashions, she is able to tell at once if the goods are acceptable. She looks over the cloaks and gowns to see if they have the proper cut, and over the millinery to see if shapes and materials are of the latest. Trimmings, gloves, and even notions, pass under her scrutiny ; and wherever she finds a fault she reports it.

From her judgment there is no appeal, for she is faultless in taste and knows the mode as thoroughly as any fashionable lady of society. She keeps herself informed as to correct style through association with women of fashion who were intimate friends before her fortune broke, and by visiting the choicest shops where rare novelties are displayed for an exclusive trade. She even has charge of the carpet and upholstery departments, where her taste and knowl-

edge are as valuable as in other classes of goods. In short, she is employed by men who are ambitious of keeping abreast of the times to advise them in all departments. Women are the usual buyers, and who can so well select for them as another woman?

Another of this woman's duties is to visit the shops of the same class as her own and see what they are offering. She is especially alert in visiting their bargain sales. If they are genuine, she even buys some of the advertised goods and takes them back to her employer that he may consider a reduction of his own prices.

It may be urged against this group of occupations last mentioned that they are isolated cases and therefore impracticable; but if I did not regard them as indicative of better than that, they would have no place in this book. They are intended to illustrate with personal intent—if there is no place for you, make a place. Other women have and you can.

CHAPTER X

CARE OF HAIR AND COMPLEXION

HAVE you not often been among a group of women when the conversation turned upon the subject of hair, and has not every woman in the group displayed an anxiety concerning her own locks? The woman with the thickest coil pats the heavy masses of hair in a caressing fashion and speaks of the time when they used to be luxuriant, but now "they are falling out terribly." The other women smile tolerantly, and she of the moderate crown of glory tells of her anxieties when the comb drags out large fluffs of loosened hair at the toilet table. One woman sits quietly when the others talk, saying but little, but it is noticeable that her sparse hair only covers its allotted district by skilful arrangement, and that each hair has to do its duty, or streaks of scalp are seen in accidental partings. Her thin and falling hair is a tragedy with which she cannot cope.

And so it goes ; every one has some complaint

to make about hair. "I have awakened to the fact that hair once lost does not return, and that to avoid being a hairless and cappy old woman, hair must be taken care of just like the teeth," is the conclusion of a woman of sense. In these days every one has a smattering of medical matters and bacteriology, therefore we are wiser in our methods than when we never attempted to be hygienic. A haphazard care of the hair belongs only to the ignorant; but with all the knowledge in the world, the care of one's own hair is almost a physical impossibility. The eyes can never see the work, therefore it can rarely be well done. Even the most economical of women employ others for shampooing and treating the hair. It is not often that a gentlewoman thinks of doing this work for others as a profession, but it has been tried just often enough to show that it earns an income. Almost all of us at one time or another have assisted in drying or dressing the locks of friends or kindred. It was not a menial or unpleasant task. Then why not do it for a stranger who asks for the service, and who will pay a stipulated fee?

The mere cleansing of the scalp by barbers or ladies' maids seems a disagreeable business

if unassociated with scientific treatment, but to care for hair as a specialist dignifies the labor. In an old medical story a man is represented as asking an angel in his dream what was the one thing which in medicine would bring him fame and fortune, and the angel replied promptly and decisively, "A perfect hair tonic." The angel might have gone still further, as probably an up-to-date dream-angel would have done, and might have said that the best hair tonic ever invented is worthless without proper application. The mere wetting of the scalp with any sort of concoction does little, if any, good. The stimulative process of rubbing it in is more than half of the cure, and it is this scientific application that the hairdresser can make.

The experience of most women whose falling hair makes them seek medical advice is somewhat like this: They learn the name of the most celebrated skin specialist within reach, and consult him as a patient. He gives the scalp careful scrutiny, writes a prescription, charges ten dollars, and that is the end of it. The patient after a while, dissatisfied with the result, goes to another doctor; but the experience is the same, except perhaps that the

ingredients mentioned in the prescription differ. She of little hair, meanwhile, loses more of the precious strands, and not until some one tells her of the necessity of vigorous application of the prescribed medicaments does she realize that she can only find relief by seeking the help of the less erudite folk who "treat" scalps.

The woman who undertakes to secure for her sisters their falling hair, must become first of all interested in her work; then she must learn a few scientific facts and possess herself of some good prescriptions for shampoos and tonics. A woman who has made a most pronounced success of this modest business pursues her work as follows. As a preliminary she cleanses the scalp with a shampoo prepared by herself, which is made of one ounce of green soap put into a bottle, a tablespoonful of borax mixed with the white of an egg, well beaten; a pint of hot water poured on to the green soap in the bottle and the egg and borax added, then all shaken until dissolved. A little perfume is added to drown the smell of the green soap, and the shampoo is ready for use.

After the head is thoroughly cleansed a careful examination is made. If any skin disease

is apparent the patient is recommended to a physician who makes such matters his specialty. He prescribes salves and tonics which require rubbing in. If the hairdresser has even the lightest business instincts, she will forewarn her patron of this necessity, and will request her to return to have the applications easily and thoroughly made. But if a physician is not required, then the hairdresser manages the case alone with shampoo and tonic.

The prescription for the tonic which best suits all cases is given here in the hope that it will be placed with the stock-in-trade of the tyro hairdresser.

Corrosive Sublimate	.	.	.	0	10
Beta Naphthol .	.	.	.	2	00
Alcohol .	.	.	.	175	00
Sprt. Cologne .	.	.	.	25	00

Patients are required to take treatment three times a week in severe cases, and twice a week in lesser ones, and this treatment consists only in the application of the tonic, with friction of the scalp by gentle massage, or by moving the scalp on the bone for a period not less than twenty minutes. The hair is then dried and dressed. The more tasteful the dressing

proves, the more is patronage attracted by those who attempt this modest industry.

This woman whose work I am describing, began timidly in her own town, but her fame spread so wide that she extended her visits to several places each week, to accommodate all her patients.

No matter how successful one might become in acquiring a large clientèle, a business which requires one to run about from place to place is not to be compared with an office practice. This thought jumps at once to a practical conclusion, and then recoils because of *les convenances*. But why should not an educated woman open an establishment for the care of the hair? And having done that and finding a demand for scientific care of the skin also, why shall she not establish "beauty parlors"?

Every Eve's daughter of us cares how she looks, and all wish to encourage the good points of which Nature has been either lavish or stingy in her bestowal.

Let us examine closely into what an ideal toilet establishment should be, and find out if there is anything in its management which belittles the proprietor. On every hand are successful establishments of this kind conducted

by the class of women who work without any thought of inappropriateness; but as gentlewomen have not attempted it in sufficient numbers to excite notice, no one should begin without taking thought. But taking thought does not always mean imitation; in fact, it is better to start on a new line than to copy another, for the harvest is larger in the ungleaned fields.

The first thing apparent to the entering customer is the room where patients may be comfortable while awaiting their turn. There may be a humorously pathetic suggestion about the waiting room of a newly established business, with no one in it to wait. It is a reminder of the young doctor's horse which was made to rush frantically through the village streets to give an impression of business which did not exist, a horse whose name was "Patients" with double meaning. But there must always be some uphill work in every business, and it is not so much of a discouragement as an opportunity for the muscles of character to become developed.

The necessary furniture of the waiting room is obviously like that of any sitting room, but the nicest possible taste must be used in the

arrangement and in the decoration. Fortunately, good taste can nowadays find cheap expression, and no longer means lavish expenditure. When a charming effect can be obtained by upholstering and trimming with denim and lampwick, or with printed turkish calico, why sigh for rich brocades?

A certain element of daintiness associates itself with all of women's belongings, and one of the distinguishing marks of refinement in the gentlewoman of business is the difference in the furnishings of her rooms and those of the less educated workers. If possible the room must bear that indefinable cachet that indicates refinement. If there is weakness of all women in general, the high as well as the low, the intelligent as well as the frivolous, it is for refinement. We all like our surroundings to remind us, and to imply, that we are persons of distinction and good taste. If this look is given to a room, that room is sure to be popular. A lady likes always to be environed with surroundings befitting a lady. This is a peculiarity of the sex, for who has ever heard of a man choosing a barber because of the ultra refinement expressed in his cup-rack or chair coverings? A clever woman will see that the

light books of the hour, those which every one is reading, are found on the table of the waiting room, in company with the more frivolous periodicals that flutter through society. In such a room who would feel it irksome to wait, especially if an acquaintance occasionally was there as a companion?

Adjoining the waiting room is the room where business is conducted. Its first requisite is light. The next is its special equipments; but in planning such a room it must always be remembered that at least one private corner must be walled or curtained from the rest. I shall always carry in my mind the memory of an unintentional glimpse of a certain lady whose head was exposed for treatment, and which exhibited only the sparse, short, and curly hairs of an infant's head. Surely it was cruel to let any one see her after her wig was removed. There are pitiful cases of baldness and blemishes, and special arrangements should be made for the accommodation of such unfortunates. Ordinarily it is quite sufficient to arrange a simple dressing-table consisting of a mirror and shelf, with a chair placed before it, for the treating and arranging of hair.

One small room or a portion of a large one

must be devoted to the shampooing. This of course requires plenty of running water, both hot and cold, but besides that nothing else is absolutely essential, although a drying machine for drying hair is an assistance and shortens the length of time for the operation. No drying machine can take the place of drying by friction, for this process gives a brightness and life to the hair that still drying never accomplishes. The drying machine is practically only useful for dissipating the last lingering dampness. Of towels there must be a large supply, that goes without saying, and the daintier these are the better the work is accomplished, and the more pleased are the feminine patrons.

After the washing is completed the dressing of the hair naturally follows, or, after the application of tonic alone the same must be accomplished; therefore the operator must learn to be exceedingly deft in arranging my lady's locks. This is, of course, a special profession by itself; but some degree of proficiency can be quickly acquired, and for its development a few lessons at a professional hairdresser's will do much. When patients are coming regularly for treatment, each one must be given a comb of her own, for it is of great importance

in treating heads that the same comb should not be used for two persons. Celluloid combs can be bought for a few cents, and I have known a hesitating customer to be permanently secured by so trifling a matter as this gift of a special comb. It is really droll that we can be influenced by such petty gains, but this feature seems to belong to human nature.

Every one knows the fickleness of human impulses; this is brought home to the hairdresser unless she has some way of permanently securing a customer who has once commenced the course of treatment. Some series of tickets should be invented; some ingenious arrangement by which treatments are bought by the dozen, the ticket to expire within a given time. This method is really not as self-interested as it appears, for it is greatly to the patient's benefit that she should take treatment with regularity. This holds true of all other treatments, and why not of the treatment of the scalp? The highest obtainable price is fifteen dollars for twelve treatments with tonic, including the privilege of shampooing. The rate is higher when tickets are not taken, but only single treatments.

Hair is the first consideration of the derma-

tologist because almost every one requires some care of the hair, but the little establishment which we are considering would need other departments, for example, that of manicuring. There may not be any large profit in this, but it prevents patients from going elsewhere, and it is a great thing to keep them within your establishment. Manicuring is taught at any manicuring establishment at prices varying from five to ten dollars. Very little except manual dexterity and a small dash of common sense is required to make an operator. A few lessons and a set of tools, accompanied by bottles of acids, pots of salve, and boxes of powder, make up the total equipment. The price asked is low, fifty cents a treatment being the average, and in some places even less than this is demanded. As in all cases, the price has to be regulated by the local scale of prices. Sometimes a little can be made by the sale of the instruments and cosmetics used in manicuring. The work must be done in the light, therefore one window at least must be reserved for it. It is far nicer to have a separate room for this process, one removed from the mermaids who are combing their locks or hanging them over the heater, but this is not a necessity.

It is more than likely that the proprietor of the model "beauty parlor" will have to establish some sort of a department for facial massage and steaming. There are women who have great confidence in these things as preservatives of beauty. Perhaps it is warranted, perhaps not; but at any rate, the proprietor of a model parlor must encourage the belief because it is greatly to her advantage. So long as women live they will wax older, and so long as time lays a despoiling finger on their beauty they will continue to seek remedies. The Chinese ambassador in the play of "The Senator" strikes at the root of the unhappiness of our maturity when he says that in America the only sort of antiques we love are inanimate curios, that old people are never to our taste. Each one of us as she matures suffers for this reprehensible national error. No woman can look with equanimity upon the ravages of time; even if she disregards them, she is rudely reminded by the chance remark of some friend who recommends her to wear a "dog-collar" with evening dress because her neck has "gone off"; or, some other friend alludes to the time when she had a complexion. The only way of making time turn backward in physical appearance is

through the necromancy of the toilet specialist — except, of course, through the valuable discovery that all do not make, of learning not to worry. Although it is not put down on the books of the operating dermatologist, there is no objection to a word now and then on this line to a receptive patient.

The yellow and the wrinkled, the spotted and the blowzy, come for treatment, and there is actually pleasure to the operator in giving relief. So many blemishes really are remediable that no quackery is necessary in the process. The beneficent effect of exercise, the value of proper diet, are known in theory to most of us, but perhaps unheeded; yet if one who is attempting to rejuvenate your complexion expatiates upon these things, they come home with force, and there follows voluntary relinquishment of gorgeous five-pound boxes of candy or abstinence from rich food at the table. Through the improvement in those treated, more patients are induced to seek the mistress of the establishment we are considering, to ask her advice and assistance. Alas, alas, vanity is the easiest thing in the world to trade upon, and if the proprietor is the least bit clever in operating and tactful in her manage-

ment, the dainty waiting room will seldom be without occupants.

To learn facial massage and steaming it will be necessary to take a few lessons from an institution where these things are practised ; but all matters relating to both the removal and the preservation of hair, the obliteration of blemishes, etc., can only be learned through the courtesy of some regular physician, if you would avoid charlatanism. The medical profession is ever kind and generous, one of its fundamental tenets being to disseminate all discoveries helpful to mankind. Any physician to whom you make application and tell your needs will surely put you on the right track and give you prescriptions and suggestions of the utmost service. In our large cities there are numerous so-called schools of dermatology where large fees are asked for teaching a few simple things. The information is not always useful, and is often unscientific and incorrect. These schools are got up for the special advantage of the organizers, and it is well to avoid their ignorant methods and rely instead on the correct information that will be given you from high medical sources.

As fame of the little establishment for beau-

tifying goes abroad, it is not probable that its ministrations can be limited to the fair sex, in the matter of hair treatment. As is patent to every one who looks upon the heads of a large audience, it is the men of the community who are more troubled with falling hair than the women, although they make less outcry. Not all men are as indifferent as they seem; and if their falling hairs can be riveted in by any means known to science, they will seek treatment. If Mrs. Blank's luxuriant tresses are preserved by means of the tonic applications received at the establishment where these are given, Mr. Blank, who sees a bald spot appearing where football locks once waved luxuriantly, will soon beg the proprietor of the establishment to accept a gentleman patient. If there are many such applications, a certain hour each day, either early in the morning or late afternoon, must be set apart for this class of customer. They are sure to be remunerative and naturally mean much less labor to the operator than long-haired patients.

Now, after this review of what a dermatological establishment can be, does it still seem an undesirable industry for a woman of education? If the answer in your mind is in the

affirmative, fancy the establishment commanding the services of a skilful maid who takes upon herself the shampooing and other drudgery. If your answer is still unfavorable, leave this modest business to some one else and find one more to your taste.

CHAPTER XI

THE OUT-OF-TOWN WOMAN

THE mere fact of owning an acre, or several acres, of land is inspiring. It is full of possibilities—or else full of weeds—according to the efficiency of the owner. If you have always lived on a country place, it may seem an incubus rather than a help, unless you shake the old dull glasses off your eyes and put on new ones to look at the land afresh. Let us fancy an ordinary country place of the sort that fringes all our towns and villages, and let us walk over it to see what can be done to make it productive for its owner, who, we will suppose, is a woman in need of an addition to her income.

Perhaps even before walking over the home acre or acres it is wise to investigate the condition of the local market, for there would be very little use in raising things without a possibility of selling them. It may be that the unfortunate condition prevails that every

one about has a garden patch and small livestock, in which case you will scarcely make the effort to supply them. But the usual situation in towns of six thousand and more is that families depend on marketmen for green vegetables as well as for meats and groceries. The ordinary village plot admits of no larger venture in farming than a flower-bed and a variety of poles for clothes-lines. Fortunately for the grower of vegetables, most people have a horror of a garden lest its expense exceed the amount of money spent in supplying the table from the market.

The poor quality of fruits and vegetables supplied by the small markets is a matter of wonderment. If the small town is near a large city, it draws its supplies from there, and so all vegetables are stale and withered when brought into the kitchen and are flavorless when put on the table. With miles of open country round about where these things might be raised, it is remarkable that it should be necessary to accept stale vegetables which have passed through the hopper of the great markets of the nearest city. Summer boarders still exist, notwithstanding the suggestion in fashionable reports that during the warm weather every one flies to her

own country place ; and these summer boarders create a demand for fresh food from the farm and garden. It is therefore less of a risk to raise things for market where the summer boarder is in evidence. Aim then to supply either neighbors or transients.

The size of the garden must be regulated by the amount of territory possessed. There may be one or there may be five acres suitable for a vegetable garden, but it is very unwise to make a garden larger than is warranted by the amount of capital and labor that can be invested. Five acres is a large garden and one acre not a small one. The raising of vegetables is not a purely masculine trick. Women can produce as good results as men. Naturally they shrink from the severe manual labor involved, and so from the beginning this must be reckoned as one of the expenses ; but labor of this sort is almost always low in price ; it is skilled labor which commands high wages. If you yourself furnish the knowledge, you can readily find a man to follow your directions with the plough, the harrow, the fertilizer, and the seed. In selecting a man, a farm hand who knows nothing except to obey is to be preferred to a man who has been a gardener on a gentleman's place. You can gen-

erally make a laborer do what you wish. No man in the world is harder to control than a professional gardener. He thinks he knows everything relating to horticulture; as a matter of fact, he is usually ignorant and extravagant.

The raising of vegetables is not at all a sordid or uninteresting pursuit. If it has this aspect to you, that is because you have had no experience in its simple joys. It must be confessed there is little that is inspiring in the autumn work of ploughing and fertilizing, but this is the task of the hired laborer. The owner's satisfaction commences the moment the first row of seeds shoulders up the brown earth to make way for its sprouts of tender green. From that time on the sprouts become the darlings of your heart. If your instinct is toward sport, there are races continually being run between your garden and your neighbor's; races to see which will produce first; and races also between different vegetables in your own garden. The first thing gathered is an event, even though it is no more than a crimson radish pulled from the moist, yielding soil of the early spring.

This field before you, now a mass of wild

carrot and burdock and other offensive things, needs to reflect the imaginings of your brain. Get it straightened out by mowing down and burning the larger growths, and by ploughing all under with sufficient fertilizer to make a rich soil. Then plan the prospective garden. This is as interesting work as planning a gown, a sofa cushion, a crazy quilt, or even a house. Here you say, we will have a large potato patch; this shall be put down in corn, early sweet corn for the table, followed with the close-grained evergreen corn for September. Here shall be beds of low-growing roots, like radishes, beets, carrots, and onions, and over there a long row of peas. Yonder shall be a trellis for lima beans; here wooden supports hanging heavy with tomatoes; in other places hills for cucumbers, squash, and melons.

The vegetables first to mature bring the highest prices; that makes the worker anxious to begin early in the season and makes more interesting the race run between your own and your neighbors' gardens. After the first year you will probably establish cold frames in which to start those plants which require a long season for maturing, such as egg plants, cauliflowers, cabbages, peppers, and tomatoes.

The first season you can buy these plants already started, but later you will probably prefer to raise them, for then you can be sure of the varieties you like the best. Peas you will plant and keep planting all the season through, that successive crops may mature and keep your customers always supplied. It is the same with spinach, string beans, and lettuce.

Crops must be planted to succeed others, and when one row of peas or patch of beets is exhausted, the old plants must be taken up, the ground worked over, and other seeds sown; but the same variety, as a general thing, should not replace the old, for it is safe to suppose that that particular bit of ground is robbed of the special chemicals required for the nourishment of the crop just gathered. Where celery is raised, this replaces many of the early crops. There will be all sorts of pests in the garden, for each variety of vegetable has its own variety of bugs and worms which fastens upon it to its destruction, but these of themselves are interesting, and can be routed with close attention. They make the gardener forcibly aware of the wonders of entomology and add much to the interest of the occupation.

These are only a few of the things that can be done with a small garden, but this garden is not meant to compete with the large growers who supply big city markets. The crops are only intended to be sold to local marketmen, or better yet, directly to the consumer. A custom of this sort can be worked up by a woman of enterprise who will take the pains to send each day to her customers for orders, stating at the same time what vegetables are ready for the gathering. Those who have eaten peas transported from the vines to the pot within an hour, never again quite enjoy the tasteless or leathery globules ordinarily served. Even the commonest vegetables take on new flavor and delicacy when cooked as soon as gathered; in this lies the great attraction of buying from a market gardener. Altogether the outlook for this modest little business seems cheerful for those who have the equipment of a little place in the country and an abundance of enterprise. But it is quite impossible to say how much can be made. The amount depends on the size of the garden and the prices obtained, while the prices depend on the wealth of the customers. If gardening could not be made reasonably profitable, it would not be recommended.

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In wandering over the imaginary country place, perhaps an old chicken-run is discovered, or at least an outhouse where chickens might be protected from the weather. There was once an old man who was fond of inquiring of those who were planning any sort of business, "Say, 'j'ever figger on hens?" the inference being that the figuring was elusive and far from practical in its results; but even the milkmaid who counted her chickens before they were hatched, was not deterred by faint heart, nor should others be. If you have a place for raising chickens, you would not be apt to make a fortune in the business, but you might supplement the gains you already have. Taking warning from the milkmaid and from the old man who cautions about "figgering," it is wise to be conservative in estimating.

Generally speaking, there are two sorts of chickens, those for eggs and those for eating; and under the latter head, of course, come broilers, wherein there must lie a profit, especially if they are started early enough in the spring. There are books and books on poultry which give much valuable information. Writing about chickens seems to make the head dizzy, for those who construct books concerning them lead one at

once into the departments of choice breeds, — beautiful feathers and a stately walk appearing to be the main object of chicken culture. The pages are filled with illustrations of beauteous cocks and handsome hens with strange and elegant plumage. No special reason is ever given for producing such pure blood and artistic results, except that great end of all things, the chicken show at the county fair.

For the ordinary purposes of laying, mixed breeds are thought by practical people to be the best. The old-fashioned hen of no particular ancestry seems to make the best mother, but in raising chickens for broilers it is profitable to set the Plymouth Rock eggs; a cross, however, between the Plymouth Rock and the Gray Game is highly to be commended, the cross being made by using Plymouth Rock hens and game cocks. The chickens of the Plymouth breed grow rapidly and accumulate flesh, while the cross-bred fowls have smaller bones and firmer flesh. The white Leghorn is well to mix with the laying fowls, but is a miserable little bird for eating when young.

The table waste from a family of six will feed a dozen fowls. When more than this are kept, there is of course considerable outlay for

grain. In districts where the summer resident is in evidence, as much as a dollar a pair can be procured for spring chickens weighing two or two and a half pounds to the pair. The consumer at least feels as though the seller found profit in this.

No one nowadays would go into chicken raising as a serious business without using incubators and brooders. The hen is an excellent mother, as good probably as any in nature, but the hen will only sit when she is in the mood for it. That comes on usually in the spring, and her chickens are then ready for market when prices are lower than at any other time. But the incubator is always ready. It must not be supposed, however, that an incubator will do its work unassisted. To be sure, there are automatic incubators recommended by their inventors to do all that is needed. It is tolerably safe to say that none of them do completely all that is claimed for them. The woman who would use an incubator successfully must study the machine until she knows it thoroughly; be as intimately acquainted with it, indeed, as she is with her sewing machine. Then she may have some success. But the success will not be the same with all. It is

with chickens as with every other kind of endeavor. The ability of the woman determines the failure or success. The personal equation is as much mixed up with the workings of the automatic incubator as with painting pictures or making hats. There is one piece of advice, however, that may safely be given. The incubation of chickens should not be gone into in an amateurish way. It is a serious business, and only when followed that way can it be made to pay. It must be studied, and there are scores of books on the subject. Besides these books, which may be bought in the shops or read in the libraries, the Agricultural Department in Washington issues for free circulation a pamphlet, "Fowls; Care and Feeding," by Professor Watson of the Pennsylvania State College. This strikes me as a thoroughly practical work, and a reader of it will have after its perusal a much better idea than before of whether chicken raising is for her or not. Indeed, the woman who does any kind of outdoor or semi farm work should look over the list of bulletins issued by the Agricultural Department in Washington, for in more cases than not she will secure just the information and advice she needs without any cost.

Fine mushrooms are sold in the retail markets for from one dollar to two dollars a pound. The grower gets as much as eighty cents and sometimes a dollar. The market for these is always in large cities, but they can be transported moderate distances without injury. Among the buildings of the country place there may be one suitable for the growing of mushrooms. By suitable is meant a place which is dark and warm and preferably under ground. Stables are sometimes built on a stone foundation, leaving a sort of cellar underneath. Such cellars might be, and often are, used for the first experiments. The proper mushroom house, and one possible to the woman with a little capital to invest, is built with small expense because of the roughness of the construction. The side of a hill may be chosen where the excavating leaves a wall. As light is not required, two sashes of the sort used for cold frames will admit enough.

Beds are made to cover the entire floor space except for two narrow paths running the entire length. The beds are shallow like the ordinary flower boxes in a greenhouse. To economize in the amount of space, boxes or beds are arranged one over the other in several tiers

like the berths in the steerage of a large ship. About the middle of September these boxes are filled with fertilizer from the horse stable, and with a deep dressing of sifted sand. All through this is distributed the spawn which answers to the seed of ordinary vegetables. Spawn is procurable at all seed stores. It comes in bricks or oblong blocks, and resembles the bark of the California redwood that sometimes comes to us in the form of pincushions and other trifles. It is broken into bits and distributed at intervals of three or four inches. Spawn is often made by those who have been raising mushrooms for several seasons, but at first it is best to buy from the seedsman.

After planting, the temperature of the mushroom house is kept at sixty degrees night and day. This of course necessitates a greenhouse stove and pipes. Watering is done with sufficient frequency to keep the beds moist but not drenched. In about six weeks the first little button will obtrude itself, and will be welcomed with delight by the eager grower. After that the crop will rapidly increase and the beds will bear for at least three months, requiring no attention except the care of the temperature and watering. The mushrooms which grow in

the fields seem to depend for prolificness on the altering conditions of the weather. In producing crops for market this little way of nature's can be imitated with advantage. Treat the mushrooms to a little dryness, then water them with tempered water as though a warm shower had fallen, and the result will be a heavy crop. Picking must be tenderly done, and each fungus laid gently in a box lined with sheet wadding. Getting them to market as quickly as possible is part of the labor. There are difficulties in the way of success in this business as in all important undertakings, but interest in the work is a large factor of success.

On thinking over these possibilities of what can be done on a small place near a large city or town, some other industries may occur to you, for there are others, and one subject leads to another which is its kin. Bees are often made productive, but cannot be raised by all. These little insects require almost a life study, and only those fitted by nature to manage them seem to make it a success. Milch cows are bred and cared for as a business by many farmers, but a business of this sort is one that would grow gradually from small beginnings.

I have in mind two examples of gentlewomen who invested capital in milch cows, and attempted to supply their community with choice bottled milk and cream. They were women who seemed in every way equipped for the business, yet the enterprise failed. Possibly it was the fault of the women, but this failure makes me hesitate in recommending this industry to those who have no capital to lose. We hear sometimes of women as practical farmers or rather ranchers, but the occasions are rare and have never fallen under my immediate personal observation. When this topic is raised, I remember with pity the three or four women ranch owners whom I have encountered. In appearance they were as knotted and toil-worn as "the Man with the Hoe." Their faces showed exposure to the weather and looked like one of the potatoes grown on their farms. They managed in each case to support themselves and a family of children, but it was at the sacrifice of every refined surrounding and every old association; they had, in fact, become metamorphosed into laboring men. It is the shadows of these women that prevent me from taking a roseate view of ranching for women.

But, to keep to the text, we should consider only the small places near civilization. There are thousands of such, and on them are women who are helplessly casting about for something to do which shall bring in financial returns. Their eyes are always turned cityward. Let them keep their eyes at home and carefully scan the little place to see if it is not adaptable to some of the simple occupations mentioned in this chapter.

CHAPTER XII

FLOWERS

WERE you ever at a small summer resort where flowers, except the dusty wayside weeds, were unobtainable? And then while at such a place have you ever had an event occur which positively demanded a gift of flowers? Perhaps some one was trying to celebrate an anniversary, or perhaps illness or affliction had come to a dear friend, and nothing but "the loveliest things God ever made and forgot to put a soul into" seemed like fitting messengers of your affection.

Many times and oft have I searched for flowers when none were to be had. In the mountains, the summer cottage residents are there so short a time that garden beds cannot be made to bear, and the native who lives all the year in the place seems to have no higher aspiration in the way of summer ministering than laundry work. A begonia and some fish-

geraniums may have been planted, pot and all, in the dooryard, but these are the winter's "window plants" and yield scant harvest, as well as unsentimental, for one whose sympathy is seeking floral expression.

At the seaside things seem still worse, for not even the window plants are popular there, and nature is stingy of field flowers at the time when summer resorts are fullest. A summer visitor one day wandered past flowerless cottages in search of a blossom for a sick friend. At last she spied a bit of brightness tangled with weeds and grass, and boldly entered the protecting gate. Nothing was there but some unsentimental zinnias, and but few of these — yet they were flowers, and better than nothing. A dozen of the coarse rustic blossoms were picked by permission of the buxom owner.

"How much for these?"

"Oh, flowers is so scarce, folks is gen'rally glad to give me half a dollar," was the nonchalantly avaricious reply.

Now if twelve zinnias, which nobody likes, are sold for half a dollar, does not that mean as plain as day that flowers are a necessity of civilization, and that people will have them at any price? And does it not mean that quite a

penny can be made by raising them for sale at places where they are difficult to obtain?

The raising of flowers seems a natural occupation for women, because so many do it voluntarily, for no reward except the joy of watching buds unfold. The tendency of women workers is to migrate to cities for employment. Flower raising is one of the occupations that requires a country or suburban home, and so what is sometimes considered a hampering condition—a cottage out of town—may be made to take the place of a stock in trade. To pursue the business in a modest way, depending upon summer visitors for custom, may not mean to earn sufficient money for defraying all the expenses of living, but such a business is capable of expansion. As in all cases where any capital is to be invested, money must be spent with the most careful wisdom. But the income is apt to be in proportion to the outlay.

Suppose you have an acre of ground around your home and the neighborhood is favorable, that is, one sought by the summer visitor of the old-fashioned class, who stays at hotels and boarding-houses. In districts where cottage life prevails and each cottage has its grounds with head gardeners and lesser gardeners to help

them, there is no room for the modest flower grower ; but in a place of short sojourn where people are much huddled, there is opportunity. So we will fancy that your acre is situated in the latter sort of place.

Perhaps the very most inspiring thing you can do is to get a large seed catalogue some winter day, and pore over its pages of wondrous exaggeration where pictures of forget-me-nots are drawn large as sunflowers, and sweet-peas rival magnolias. If, after lingering over the pages for a rapt half hour, you fail to be inspired with a longing for flower-culture, give it all up and know that the work is not for you.

But it is not to produce disgust that these wondrous seed catalogues are prepared,—quite the reverse; so, once you dip into their unliterary, inartistic pages, you are fascinated, and are not content to let seeds exist unplanted, nor to let available land lie fallow. Inquiries are filling your mind about how to begin. There are books devoted entirely to this subject, and it is well to have one for consultation, although in this as in all things experience is the severest and best teacher.

Preparing the ground is the first step, and this has to be done by a man with a strong

arm, a spade, and a load of fertilizer. Then seeds must be chosen from the catalogue. Looking through the list is happy work, and is the daintiest sort of shopping. Almost all goods are marked ten cents, and your only consideration has to be what will flower in the months when summer boarders abound. The page opens at *mignonette*. Every one loves its gray-green flecked with salmon-pink, and its fragrance can be recalled by even lesser reminders than the pictured catalogue. Choose the old-fashioned kind, modest and delicious, in preference to the modern "giant" that loses all fragrance in its effort to grow big.

On the next page are some sweet-pea blossoms, reminding one only distantly of the dainty beauty of the "painted ladies," as the blooms were called a century ago. Of these buy a plenty, and supply them with brush to grow on. They are the most grateful seeds for being planted, and will yield and yield with graceful prodigality all the season through. You can pick them in bunches of all colors together or arrange them according to colors, all pink, all lavender, or all white.

In your simple planting forget not the practical beauty of the bluet, the bright star that

has nearly as many aliases as petals, ragged sailors, bachelor buttons, etc. It blooms early and late and with profusion; and the more the blossoms are gathered, the more they bloom, thus showing a lovely spirit under abuse. Poppies must not be forgotten. There are the delicate varieties of single blossoms that burst into loveliness at sunrise. At evening the bed is only a mass of gray-green foliage and reticent buds; in the morning there are dozens of frail beauteous blossoms nodding on long dew-wet stems, every shade of pink and red, every possible arrangement of color on the petals. A bunch of them set in asparagus green or maidenhair fern is a gift for a fairy or a queen. But, alas, they are exceedingly perishable, never lasting longer than a day, and are not as profitable as their less delicate relatives the big double poppy. These are less prolific, but are favorites because of their lasting qualities, and when put with the wild Queen Anne's lace-flower are softened almost into sentiment. The colors are bright and rich, and woe betide those who say that the blossom looks as though made of tissue paper. Nasturtiums must not be forgotten among the flowers of this profitable little woman's garden. They bloom until frost

kills them, and it is the fashion to like them. If the season is long enough, there is cosmos, a pretty autumn flower which braves the first cold weather.

Keep on looking at the catalogues and you will find many other simple and salable flowers which are easily and inexpensively raised. If the first season's experiment shows sufficient profit, then it is time to consider the wide range of flowers which, like hollyhocks, lilies, asters, and chrysanthemums, only bloom the second season after planting. The flowers we have been considering are such as any child might care for, and the seeds for them a slender purse might buy, but they have a place in the public affection and find ready sale.

When flowers are ready to cut, then comes the matter of disposing of them. It may hurt the pride a little bit, if business methods have hitherto been foreign to the flower grower, but the best way of letting the public know that the bright rows of flowers which they admire from the other side of the fence can be had for the price of a few tinkling coins, is to put up a little sign to that effect. Cut the flowers after they are ordered and not before,

and they will last longer : and the mere process of cutting is a gratifying one to the customer who follows delightedly about from row to row. If you love the flowers yourself, you will know by instinct how to group them, when to mass them and when to let them lie loosely and scantily in the way the Japanese love to cluster blossoms.

Flowers on the dining table are almost as much of a necessity—I might say more of a necessity—in hotels than at home. The progressive hotel keeper realizes this, and in cities tables are supplied with fresh blossoms daily. I have in mind a country hotel deep in the heart of the Adirondacks where each table is relieved of its unbeautiful hotel-like appearance, in spite of the heavy undecorated china, by the vases of flowers which always stand upon the table. The flowers are brought about fifteen miles by some one with a little garden. They are of the simplest sort and so scant that sometimes only four or five blossoms can be accorded to each table, but their number is eked out by the addition of ferns from the woods near by, which are placed among the flowers and also laid on the cloth below them. If the hotel in your vicinity has no flowers of

its own, pay a visit to the proprietor, taking with you some sample blossoms, and use all your persuasion to gain his custom and his consent to let you supply his tables.

When violets became popular a few years ago, every one thought the flower was a fashion, a fad, some called it, and it was prophesied that, like all things that become the rage, they would soon again retire to the modest place to which the poets consign them; but poets were speaking of the flower of the moist woodlands found "in springtime, the only happy ring time," when Phyllis and Corydon sought hand in hand the buds of field and fen. The modern violet is altogether a different blossom, and contrary to tradition, comes in the autumn and finishes its career in the spring. Those who have been fortunate enough to see the violet farms of California forget the modesty of the violet as they view from afar the acres of brilliant blue, and sniff the air drenched with perfume. The violet of commerce carries its head conspicuously above its leaves in contradiction to the old theory, but it has a tenacious hold on the public affection, and as long as it is produced will be popular.

On the street-stalls violets are sold for a mere song, and give an impression to the unthinking that the work of producing them is overdone. So it is, so far as producing poor blossoms is concerned, but investigation shows that as large a price is paid to-day for fresh and perfect blossoms as was paid when the double violet was a novelty. This remark is only intended to emphasize the fact that those who cultivate violets for profit must produce the very finest quality of blossom to make the undertaking profitable. Violet raising has been recommended as a woman's trade to the detriment of many, and to the advantage of the few who have become successful. Sometimes it is easier for those who stand aside and observe to see where a fault lies than it is for those who are in the fields of activity, and so advice is worth heeding.

Violet raising is an occupation which requires the investment of a certain amount of capital. Roughly speaking, two hundred dollars is the least sum which can be made reasonably productive, and even this amount will do little more than give one a "plant" large enough for experience and experiment. Because of this risk of capital all caution should be used, and

no one should undertake this industry who does not first inform herself in every possible way on every point before commencing. Literature on violet culture seems to be scarce; except for an occasional article in a magazine or paper there is little published on the subject, but books on floral culture, which include suggestions concerning cold frames and hothouses, contain much information. These should be carefully read with a view to learning how many of the conditions required it would be possible for the prospective violet grower to fill.

Still another thing to be done before taking any steps is to visit the violet houses of other growers; this gives a more practical idea of requirements and of results than anything else could possibly do. In the first visit to a violet farm you will probably seek some modest grower whose investment seems possible to your own purse. In this case you will find a ragged garden, frayed at the edges, with ill-kept districts which tell of the economy of man's labor necessary where man's presence is lacking. The hothouse, if there is one, will be a modest makeshift, composed of miscellaneous boards, heated with a laundry stove, and watered from a barrel in the corner. The plants in this

little hothouse are possibly struggling valiantly against the most implacable of all enemies, the violet rot and the green fly. The brightest thing in the whole establishment will be the undaunted courage of its owner and her enthusiastic delight over each fragrant blue blossom.

It is well to visit a place like this. It has its use, just as lighthouses warn vessels from rocks and shoals ; but take the time and money to visit one of the more successful places. Here several acres are under glass. There are houses for potting and for packing, and houses for each variety of violets raised. On the benches are the crisp double violets reaching down the great length of the greenhouses, and other doors open upon beds of California violets almost as large as fields. Boxes filled with flowers stand ready for transportation, daintily wrapped and labelled with the name of the customer. There is a head gardener besides the owner, and under him are workers of all grades, even down to a boy, whose time is fully occupied. A place like this shows the possibility that lies within violet culture as a woman's trade, but it also illustrates the good results of conscientious care and unremitting labor.

All flowers from this farm must meet the standard of excellence set by their grower. They must be of a certain depth of color and exuberance of fragrance. More than this, they must be within the hands of the consumer within two or three hours after picking.

This last fact brings us to an important point, that is, the market for the flowers once they are raised, and, strangely enough, this must be considered first of all, although it is the final act of violet raising. The evanescence of the violet's perfume makes it the most perishable of all flowers. The appearance of the blossom may keep deep in color and crisp in texture, but the perfume in fleeing takes the market value with it; therefore it is of primary importance that a violet farm be close to the city where the flowers are sold. It is even best to make arrangements for all flowers to be delivered by special messenger, not relying on the deliberateness of express companies. If violets could be raised in the South and sold in the large cities of the North, their price would certainly be greatly reduced, but as long transportation cannot occur without detriment, the northern growers have no interference from outside markets. It is out of the question for

any one who lives more than fifty miles away to supply dealers in large cities.

It is difficult to obtain much information beforehand as to the probability of disposing of the flowers, from those who are likely to buy them, because the price paid all depends upon the quality. Knowing this and knowing that there is no profit in raising inferior blooms, it should be the aim of every violet grower to produce a few flowers of choice quality rather than a prolific yield of pale malformed blossoms.

The process of violet growing commences in the spring. We will suppose that you have an acre or two of ground attached to your suburban home. In the month of April spade and fertilize a large outdoor square in a location which you naturally fancy that violets would like, that is, a place where shade falls at least part of the day; then buy from some grower as many plants as you care to invest in for your first experiment, two hundred being a reasonable number. The second spring you will obtain new plants from the runners of your old plants. The most successful growers have had the best luck with the variety known as the Marie Louise. Having procured your

plants, set them in rows, allowing eight inches of space between each plant. They will grow in this bed all summer with very little care, and, the first of September, will be ready for transplanting into the place prepared for them. Runners will sprout and start to wander with youthful impulse, but these must be ruthlessly clipped. This process of growing out of doors in the summer and of gathering under glass for the winter is an absolutely necessary one and cannot be dispensed with.

Much can be said about the protection which you will give your plants for the winter blooming. The natural inclination of economy is to build for them a cold frame rather than a hothouse because of the lesser expense in building; but those who have tried both, find the hothouse far more satisfactory, especially if the winters are severe. Whatever protection you decide to give your plants, they are to be set in the covered beds the same way they were arranged out of doors, that is, with an eight-inch space between each one. The earth in which they are set out is fertilized from the cow stable or with well-rotted horse manure in the proportions of two-thirds of earth and one-third of fertilizer.

Violets are not fond of high temperature. The rule is to keep the temperature between fifty and sixty degrees Fahrenheit during the day, and from forty to forty-five at night. Those in cold frames require no heat except what the sun sheds upon them attracted by the glass, but on winter nights they must be carefully covered from the frost by means of large shutters or mats put over the glass. In extremely cold weather a kerosene lamp lighted and turned low will generate enough heat to prevent freezing : but violets are as much opposed to impure air as they are to excessive heat and must be ventilated as much as the weather permits. The mats or shutters must be removed in the early morning, and if possible a little fresh air introduced. Snow makes another complication in caring for the cold frames ; besides this, it is almost impossible in severe weather to gather the blossoms without freezing the plants through the admission of cold air. Altogether, the life of the woman who attempts to grow violets in cold frames, in a climate where winters are severe, is arduous and difficult. A simple hothouse large enough to accommodate two hundred plants can be built and modestly equipped for two hundred

dollars, and this should be refunded by the first winter's yield.

The violet is subject to all sorts of ills, the worst of which is probably violet rot. It is known at once by spots of brown which are seen upon the leaves. These are no more than an ever widening disk, and seem harmless and inoffensive, but the disease spreads rapidly over an entire violet farm and can ruin every plant in the greenhouse. It attacks leaf after leaf, drying them as though burned, and in a short time the blossoms reflect the disease by growing pale and diminutive. I have known the entire winter crop of a large violet farm to be ruined by this pest, which no one thoroughly understands, some fancying it a disease, others a parasite. When it first appears it can sometimes be stopped if each diseased leaf or part of the leaf is picked off and destroyed by burning, but if it becomes thoroughly seated it may be necessary not only to remove all the earth in the benches, but to destroy the woodwork as well, setting out the new plants in entirely new surroundings. A noted gardener who has had signal success with violets, uses for this disease the Bordeaux mixture, for which the following is the recipe : Four pounds of lime,

six pounds sulphate of copper, and forty-five gallons of water. The green fly is treated to tobacco, either smoked or in water.

Violets should bloom in November. As soon as the first perfect flowers present themselves to the gratified gaze of the grower, they should be gathered and taken at once as a sample to dealers. They will be your best appeal for patronage, or they will be the best advertisement of your short-comings, so be careful how they are chosen. When blooming has fairly begun, the plants will need to be picked three times a week. If blossoms are left to wither they exhaust the plant, but picking forces more buds into bloom. The winter's work will be arduous, especially in a climate which is constantly being warmed with the Gulf Stream and frozen with chilling blasts from the arctic regions. The violet grower must be up early in the morning to ventilate her plants, must nurse and care for them as though they were sensate things ; but half of the reward is in the pleasure of the labor. A great deal of the work is drudgery, but nothing equals the delight of seeing the blossoms open and knowing that you have caused them to bloom.

Picking them might be tiresome if it were

not that each blossom rewards you by its loveliness. Gather the flowers in bunches of fifty, placing a few leaves in a circle round each one and tying them with soft cord. Pack the bunches in pasteboard boxes lined with sheet cotton, wrapping each bunch in paraffine paper. Have everything as delicate and attractive as possible, and rush your pretty crop to market as fast as steam can carry it. If you keep as your aim the idea of superior quality and if you give your undivided time and all your enthusiasm to your work, you cannot help succeeding.

CHAPTER XIII

APPLIED DESIGN

IF Mollie shows a certain facility with brush and pencil, why is it necessary for all — herself included — to see visions of a career, with a picture in the Paris Salon in perspective? Many there be who mistake the fledgling talent for real genius and nurse it to maturity during long expensive years, with no result save disappointment. Because a girl can copy a flower piece, or even sketch from nature, is small reason for fancying her talent is sufficiently great to warrant any large sacrifices on her own part or on her family's. Girls who have money can study painting interminably, just as they can keep a carriage or a houseboat, because they can afford the luxury of self-indulgence. But it is quite different with those who must become quickly self-supporting. The study of art in its highest development involves many years of labor, and during

these years the laborer must be supported and instructed.

The solution of the problem seems to lie in applying the artistic faculty to the humbler department of designing for manufacturers. Applied design is the term used to distinguish this branch of drawing. In other words, the designing is done to meet the needs of trade, and to suit the material or article for which the drawings are intended. The true artist, whose soul longs for expression in lofty compositions, may look with impatience on this branch of art, but, if need presses, it is a fitting one for the lightly gifted to enter. Those women who have not shown prodigious signs of talent in infancy by tracing figures on the frosted pane of the nursery, and embellishing the parlor walls with colored crayons, even they are in the running.

It is not necessary that a student who aspires to design for the trade should have been trained before entering the school. Every one learns to write, not letting clumsiness nor inaptness stand in the way; so the schools of design contend that all hands are capable of being trained to draw. This is mentioned so that those who would be drawn to the work but for the feeling

that only artists need apply, may not fear to enter the ranks.

The need of trained designers has been and still is felt throughout the country. The consumer of goods knows it even if the manufacturer is blind. Who has not hunted in vain for things simply designed which sell for a low figure? If the shopper looks for a simple, artistic set of furniture, for a simple stained-glass window, such as artists call "good," where can such be found? Only among expensive goods. The buyer who has but little to spend, but who is troubled with a fine taste, must mortify the eye with tasteless elaboration. Simplicity comes at a high price because those who draw simple designs are refined by the process of education, and their work commands a high price.

Why are things so ugly and elaborate, is the cry of the discouraged buyer. Because the designers in America are little more than mechanics, the upper workmen in the manufactories. These men know to a dot the limitations of the machinery they superintend — but their ideas of taste are drawn from an atmosphere of cotton-waste and leather belting rather than from a study of historic ornament. Exceptional cases are those of designers who have been im-

ported from Europe, where art feeling is drawn in with every breath.

This all proves that there is a need for good designers in every branch of manufacture. We have nothing to do with the broad and altruistic subject of an elevated standard of art as applied to manufactures in this country — that will surely follow, and rich people, not bread-winners, can adopt that as an aim. What we do care to consider is the question of whether or not there is a living to be had out of designing for practical men like manufacturers.

Schools for applied design have all been established in the last decade of the nineteenth century. These are the schools where the training is done for the profession of designing, although most of the branches are also taught in institutions of general manual training.

If we suppose that the girl or woman who is considering this work is ignorant of her own ability, as well as of the different departments of work and study, she will naturally want to review the whole subject. In the beginning will come the inquiry, "How long will it take me to learn, and how much will tuition cost?" Two years of study are necessary for a diploma, and in preparation a year of elementary study

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if the student has had no previous instruction in drawing. The cost of tuition averages about sixty dollars a year, with an extra fee for special courses on certain studies. If the student has no home in the city where she elects to study, the expense of board must be added. All this sounds appalling, but it is best to know the worst at first, instead of being deluded into dreams through the flattery of misstatement.

The course of study begins with water-color painting and the simplest forms of geometric and floral composition. Then it extends through a long and exhaustive course of historic ornament, for the alphabet of the designer is the various periods and orders, as they are called. After these are learned and assimilated, they are the tools used by the designer to express her own ideas of form and color. To show the thoroughness with which these studies are mastered, here is an incident which occurred at a class examination. There was a "tie" between two equally bright students, between whose work it was impossible to choose. To decide the matter a problem was given the two young women; each was to design and paint in water-colors a Byzantine cross. The contestants were without books of reference, plates, drawings, or

aids of any kind, simply having the blank drawing-paper, a box of colors, and the knowledge stored within their heads. Both produced correct work, but that of the winner was admirable and beautiful as well, not a sketch from memory, but an original design of perfect Byzantine style.

The application of design to the manufacture of wall-paper is one which women find tasteful and lucrative to a degree proportionate to their talent and strength. The matter of strength is alluded to because the highest round of the ladder in this work is the position of head designer in a factory, and that means eight hours a day at the easel or drawing-board, which every one has not the health to endure.

Even those who are not enthusiastic in encouraging women to enter this trade acknowledge that the feminine touch in designing is desirable. Their handling of floral forms, both natural and conventionalized, is not exceeded in daintiness and beauty. The principal fault seems to lie in the matter of color, for reasons which only a manufacturer can well explain. The machine that makes the paper has its limitations, like all machines. The twenty-four inch cylinder which prints the

pattern regulates the length of the design—in other words, the pattern must be twenty-four inches long or repeat itself an exact number of times in that space. Besides this there is the join, or the half pattern, which must meet the other half on the seams, a matter of first importance to the paper-hanger. These things are easy of accomplishment through class training; but the question which the workman regards as his prerogative to settle is the coloring. It is rare that the designer's scheme is followed, although values remain the same. One might ask why designs might not better be submitted in black and white, but this is not as helpful to the color man. All colors are put on dry, and in the designs no blending is allowed. Each color is distinguishable by its own hard outline, that the workman may know its limit in cutting the dye. The paper, always wet in printing, supplies enough moisture to blend the tones.

As I have said, a salaried position with steady employment is the aim of those who study wall-paper designing, but it must be remembered that the number of factories is limited, and also the demand for salaried designers. Fortunately, the public, which is catered to by trade, calls unceasingly for something new, and this gives

occupation to working people. The position of designer when first secured may yield fifteen dollars a week, not at all a disheartening sum. The possibilities above that are dazzling, and are regulated by the talent of the designer and the finances of the manufacturer.

Single designs, drawn in the school before graduation, or drawn at home, are marketable if well done. The only way to dispose of them is to submit them to the manufacturers. This is not the pleasantest thing in the world, for courtesy is not always met, and it is hard to blow your own trumpet in the forbidding air of a business office. Apart from this is a danger which must be guarded against. Nothing is so easy to another designer as to steal an idea—unconsciously, we will say in charity. Therefore, a sketch should never be left for consideration. Decision can be made at once by a practical man, for the whole scheme lies before him to be absorbed at a glance. The usual pay received for a high-class design in wall-paper is fifty dollars, the design including three pieces, wall, ceiling, and border.

Each year the counters of the retail shops are filled with printed goods, new in coloring and design. The fabric may be silk, shilling

calico, or cretonne, but each season brings its new patterns. They are displayed for the delectation of the shopper, who lingers at the piles of pretty stuffs, caressing them, looking at them with her head on one side, then on the other, and planning the while a possible dress for Dorothy or curtains for the summer cottage. There are dimities, lawns, and organdies, showing the flowers of the field caught in their dainty mesh, practical percales for shirt-waists, and a hundred varieties of heavier goods for summer upholstery. Where have they come from? From the factories, of course. But who ever stops to think that all these pretty designs are composed by artistic workers, many of them women, who thus earn their living.

One who has studied applied design and who has a dash of originality can easily design for printing, for the restrictions put upon the designer are not serious. The only trouble is that there is not place for a large number of such designers. In other words, it is a specialty of print factories, and such factories are not common enough to give employment to all who study this work.

The cheaper grades of printed silk are made in this country, for the obvious reason that it

costs less to manufacture them than to pay import duty on foreign goods. Foulards and certain upholstery silks come under this head. The designs for all of these are made in this country. It sometimes occurs that an American design is even sent away for use in a foreign land. It happened that a lady, in buying a piece of silk imported from Japan, recognized the design as one drawn by an acquaintance. It had been bought and sent to Japan for use. Taking into account the superior originality of Japanese designs, this incident seems an immense compliment to American designers. The truth is that training in the school of design fits designers to express themselves in the art language of any people or age.

Another class of designing which is closely allied to this is the inventing of patterns for fancy weaves and brocades. The training is the same, but the technique varies, and a knowledge of looms is needed for intelligent work.

Years ago I heard occasionally of young women who took up carpet-designing as a business. In an indefinite way I fancied it was profitable and pleasant work, very much like doing cross-stitch embroidery, only that paints and lined paper were used instead of canvas

and wools. The number of colors is limited, because of the limitations of the Jacquard loom, wonderful as it is, and stitches must be counted to make the design fit its space. In fact the problems are mathematical as well as artistic. Recently I have visited the designing rooms of carpet factories, and have looked in vain for young women among the designers.

Why have they disappeared? The answer given by employers is that they are not sufficiently practical, the men say something ominous under the breath concerning unions; and the girls themselves, if hunted up, complain of the strain of the work upon the eyes.

The employer demands of his operatives that their work shall be excellent, and woman's work in carpet-designing is rarely this, because she lacks either opportunity or desire to become familiar with the machines. Practical designers are more needed than thoroughly artistic ones, although the latter often furnish inspiration for the former. It is a pity that machinery thus checkmates art in the household, for we are all struck with horror at times with the hideousness of certain carpets. Why do they make such insulting carpets! is what we ejaculate, until we have learned that the

autocratic machine has to be favored. If the women designers, full of pretty ideas about drawing and colorings, only were practical and were generally employed, perhaps the millenium in floor coverings would be reached. But as the matter now stands, I must caution girls about looking to this industry as a means of gaining a livelihood. An occasional design is disposed of to a manufacturer, but salaried positions are excessively rare. It may be added that the design sold is rarely used intact, serving instead only as a suggestion to the practical man who wrings the heart of the artist in the alterations he makes to adapt it to the five-frame Jacquard loom.

Designing for the manufacturers of stained glass is taught at schools of applied art. There seems to be positively no objection to this branch as a woman's occupation, that is, it is interesting and is not severe, *but* the number of laborers needed in this corner of the field is small. There are but few manufacturing firms of stained glass, therefore there are but few positions to be had as designers. Single designs sometimes find ready sale at the factories and more particularly at a decorator's. Notwithstanding this pessimistic view of the situa-

tion, there are women employed at this work who have become signally successful. A large number of girls find employment and learn the practical side of the business by serving an apprenticeship at selecting the bits of glass from the sheets of rough material, and cutting them to fit designs. Work of this kind is of inestimable value to the designer, humble though it is.

The salary of a woman designer of stained glass is about one thousand dollars a year. This is in large firms. It is sometimes possible to secure a position at a smaller place, where other duties might be combined with designing.

A knowledge of stained glass designing is a useful addition to an architectural draughtsman's resources, and may help such a one in her upward career to success.

Book cover designing is a branch of applied art which is practicable and interesting, but the success of which depends upon the enterprise and talent of the worker. Designs are bought singly, by publishers, and this ultimately leads to steady employment, perhaps a salaried position in a publishing house.

Having considered some of the many branches of applied design, the summing up of the matter

seems to be this : that there is work for designers, and that there is opportunity for advance — two most important points. Against this we must oppose the objections in the way of this career for workers. A wide review of the market seems to show a marked prejudice of working-men against the invasion of their territory, and reveals their efforts to keep out the gentle enemy. This can hardly be wondered at, for men have seen a horde of girls put men out of their places as clerks and typewriters, and as the man's work is for a lifetime, and the young woman's — according to men's view — only until matrimony, he fights to retain his place.

Besides this opposition of men workers, is the objection that the class of women who produce the most attractive designs rarely find it practicable to acquaint themselves with the intricacies, limitations, and demands of machinery.

Nevertheless, if a woman sees the situation just as it is, and enters the school of applied art, she is apt to succeed in finding a place for her productions. All of which means that character and application, perseverance and business instinct, count far more than an artist's talent in practical designing. If, however, real talent

exists, the sort that carries its owner forever into the hallowed region of the fine arts, the training for practical application given in the technical school will not harm that talent.

Equally important with the virtues of application, ambition, and enterprise, is originality. Without invention the designer had better throw away her drawing-board early in the day, for she has not a chance. A young girl who was deluded by some sign of talent once studied five years as an illustrator, and at the end of that time, when turned loose from the guiding hand of the studio instructor, she was powerless to make a composition, because she had never been called upon to do more than draw a figure placed before her. It had taken her five years of labor and an outlay she could ill afford to discover the fact that she had missed her vocation. Let her experience prove a lighthouse to the too aspiring.

If, however, the work is entered into with all earnestness and enthusiasm—not alone the school work but the work in the world—it is true in this field of labor that there is a large opportunity for success, and that under very pleasant conditions, for the work is so congenial that labor itself is a pleasure.

CHAPTER XIV

PARLOR LECTURES

WHEN a woman of fifty is overtaken by financial disaster there are but few occupations within her reach. She cannot start on a long preparation for wage-earning, but must convert into practical use the material she has been unconsciously collecting in a life of experience and cultivation. Her stock in trade, when passed in cold review, seems so slight that she rejects one after another of the wage-earning suggestions that come to her, because of mistrust. But what of parlor lecturing? some one asks, and the little seed of thought, warmed by hope and perhaps watered by tears, germinates and grows.

There is one great bugbear that stops many a one in the beginning. "My self-respect could never stand having all my tickets sent back like an affront," the sensitive woman's heart cries out; "and even worse than that would be the thought that my tickets were bought from a feeling of benevolence."

These reflections come because of the remembrance that in palmier days tickets of all sorts came in showers, until they became so disagreeable a tax upon pin-money that the recipient indignantly revolted or unwillingly sent a laggard check. Of course the object of offering tickets is to have them bought because they are desired. How can this be brought about?

Simply by having the course you offer so attractive that people will consider it a privilege and delight to come. The charity feeling is the greatest enemy to business success, and one which no working woman should evoke or play upon if she wishes to see her work sought after. People in general have a tender heart toward all women who are in trouble, but the tenderness becomes perfunctory and inoperative unless its object shows a strong capability. In other words, it may do to accept the kindness of friends in the beginning, but it must be used only to bridge the time of experiment. Success comes quickest to those who give good value in exchange for money received, and the effect on character is not the least good resulting from fair exchange.

The secret of success, then, lies in the selec-

tion of a subject for lectures, and in the manner of treatment. Review a few subjects and see what would be most pleasing to the circle of women whom you hope to attract as audience. As they are probably more or less cultivated and have read the classics and the standard authors, a large class of subjects has to be at once set aside as uninteresting. Shakespeare, Browning, the Lake Poets have been "done to death" in most places, and unless the public is actually clamoring for them, had better not be taken up.

The tendency of the present day is to be "up to date" in literature as in everything else, and if books are to be the subject of your talks you will find an audience ready to hear what you have to say on books of the day. Look at the subject on every side and see how universally attractive it is and how endless are its tributaries. We are in the midst of a book-making era ; new volumes crowd the book-shop tables, and the book reviewers have more to write about than editors can print. What is the result with the busy woman? She falls into an apathetic despair of ever knowing anything about them, for she cannot be familiar with all, so becomes dazed and is discontented

with her ignorance. Can you not imagine the relief it would be to her to have a little intelligent instruction on the subject? The parlor lecturer who takes current literature for her topic will have an eager audience, and if she conducts her class aright will have a permanent clientèle.

For the benefit of those who are not sure of the right way, I will give an outline for the class, its conduct and its work. The lecturer in beginning announces the purposes of the class, and then takes up two or three books for that initial morning which is trying and experimental. The books selected should contain one of essays or biography, one of poems, and one romance. In an easy way these are reviewed, the lecturer touching upon the salient points and throwing out suggestions for study or investigation. These reviews must be carefully written, but in the reading they must appear as spontaneous as possible, for an idea fresh from the mind reaches other minds more quickly, and a lecture recited is almost equal to one delivered extempore.

Before the class separates, the lecturer will suggest a book to be read prior to the next meeting. It may be a serious book, it may be light

and delightful, but it should be among the works designated important in the literary world. This book will form the basis of an open discussion for the next week.

If all the class can be made to participate in its work, its success is assured, for few can withstand the delicate flattery of seeming necessary to an organization. Besides this, an *esprit de corps* grows up among the members of a class where each one can have her say—a privilege highly esteemed among women, even the modest ones.

As a further incentive to interest, the clever conductor of the class in current literature invites her hearers to send in original reviews of books which the members are reading, the reviews to be read in class, but the name suppressed if desired. Many a clever paper is thus submitted for the pleasure and profit of the listeners. It is but human to try to guess the author of the amateur review, and it is but feminine to betray it happily by a blush or nervous movement.

These are the advantages of the class in current literature, the topics never end, the class is easy for a woman with brains to conduct, and it offers immense advantages to those who have

neither time nor opportunity to select proper reading from the enormous amount of books constantly published. The objections from the lecturer's view is that each week a different paper must be prepared, and these papers cannot be used for any other class, unless she be so fortunate as to secure two contemporaneous audiences. It is quite probable that this last can be done if the town is of sufficient size or if another town near by will furnish material.

There is another scheme for a class, of undying interest, although this, like the class in current literature, is not the lecture pure and simple — but, in my opinion, the legitimate lecture is less attractive because there the personal element is almost eliminated. The class in current topics is the refuge of the busy and the lazy — and this does not apply to her who conducts it, but to the constituents. The living, history-making world is unflaggingly interesting to all humanity, but every woman does not have time to read the papers, and some have not the skill to extract plums from the hodge-podge of daily news, never getting beyond the littleness of local gossip. To these it is an immense delight and profit to sit with receptive intelligence and listen to a résumé of the week's

events in foreign and domestic politics, in personal matters, and perhaps in the world of literature.

The unending sources of the lecturer's inspiration are the daily and weekly papers which give both events and important opinions on them. When topics of national interest invite discussion, it is wise to convert the class into an open congress for a brief period, to indulge members, and to increase interest. But never fall into the plan of reading snatches from daily papers with the same inconsequence that characterizes the daily "skimming of the news," for then your audience will feel that you have done no more for them than they could do unassisted. I once knew a prosperous class which fell by the way, purely because its conductor lapsed into these lazy methods. You must first be interested yourself, heart and soul, before you can hope to unite as one the varying minds of which a class is made. If personal magnetism were for sale, I would say to every lecturer, go and buy some.

To continue with the subject for a course of lectures, it is well to select something as novel as possible, something that no one else has done, or something that happens to be the fad of the

moment. Household science is a good subject, and one which can be made almost altruistic in its purpose, for it involves the great servant question, as well as the health and happiness of the household. Lectures on parliamentary law are welcome to women who are members of women's clubs.

Lectures on art fail to interest unless they apply to some of the things in daily use, for the dominant note of the day is the things of the day. Early Greek or Gothic art weary one in a long paper, but almost any one is interested in the subject of porcelains and their manufacture, with such information as will enable the listener to distinguish the wares of various potteries. There is much interesting material concerning clays and what makes them suitable for the potter's use, the presence of kaolin, etc. The subject of manufactory marks on china is absorbingly interesting, and the study of the various characteristic decorations, and their origin, such as the Wedgewood relief work and the Portland Vase, the "onion pattern" of the royal factory at Meissen, and the "willow pattern" which found its way from China to England when Oriental art was but little known. All these things contain the germ of romance,

and more than that, infuse poetic meaning into the common utensils of everyday life.

An Armenian who was one day called in to repair a burned rug, accidentally piqued his hearer's interest by casual remarks concerning Eastern carpets. He spoke of the tufts of brightly dyed Angora wool that are stitched at intervals on the stripes of Bagdad portières. These are to keep away the evil eye, and sometimes the maiden who weaves the stripes ties in locks of her own hair as being more potent than that of the silky but insensate Angora goat. The old Anglo-Saxon custom of having a maiden spin the linen for her first housekeeping has a parallel in the custom of the Eastern girl who must weave a rug for her new home before she can marry. Aniline dyes are the enemy of the Oriental rug-makers, for the wool that is stained by them fades before its time, but its cheapness tempts weavers to use it. A wise monarch, foreseeing future destruction of his people's foreign trade if inferior goods were furnished, made it a penal offence to use aniline-dyed wools. In other places where this has not been done, the only valuable rugs are those which antedate the introduction of the ephemeral dye which has displaced vegetable stains.

All these things and many more the Armenian told, until his hearer's interest grew and clamored for fuller information. We all have rugs in our houses, but what do we know of them? We can scarcely tell their names nor whence they came. And who can tell the value save by the dealer's price tag? We buy at the shop or at an auction, and most of us are in the dark, able to judge of body Brussels or its tapestry relative, of Wilton or moquette—but of rugs not at all, except by the price demanded.

It isn't because we are not interested, for we certainly are, but because the means of ascertaining exact knowledge on the subject is so difficult. It was this condition of ungratified interest and curiosity that inspired one of the most successful series of drawing-room lectures ever given.

If your greatest development is in the direction of music, there is always an opening for musical lectures which demonstrate instrumentally certain works of celebrated composers. Mr. Walter Damrosch began this branch of work, but it can be and is modestly followed by those who have not his gifts. There are many lovers of music to whom much

they hear is unintelligible, and these make a willing audience. It is a new idea, but a good one and a profitable, to organize children's classes for this sort of instruction. They make intelligent listeners, and are delighted to be told in words the meaning of certain musical sounds, like the note of a bird in the wood, or a singing brook drowned by a sudden shower. Perhaps the lecturer goes a little too far when she takes infancy into the regions of Wagner's Walhalla, as shown by the little girl who exclaimed after the lecture, "Oh, mamma, wasn't it lovely to hear how all the gods ride up to Harlem!"

In general it may be said that it is best in choosing a subject to take something which interests you, then you will be sure to interest your audience. But it is also true that your interest will increase as you proceed in investigation and preparation of the subject. If not, give it up without a pang and take something else, for you cannot warm the languid interest of others if you have no fire in your own heart. Plan if you can to include your audience in deduction or summing up at the end. To make this easier some lecturers call their gatherings conferences, which word seems to breathe

a cosey intimacy over all, and opens the heart to an informal expression of individual views. This social spirit is an undoubted aid in making the class popular. There is another little thing to remember : people like to be amused at the same time that they are learning ; and if it is possible, try to carry to the lecture platform some appropriate objects with which to illustrate the points made. If rugs are the subject, have one or two to show and explain ; if china, bring pieces made and half made ; if foreign countries, show their curious products, and if history, find a relic of the times discussed.

The tyro lecturer will probably need to spend two or three months in the preparation of a short course of five to ten lectures or talks. There will be interviewing to do, delving in libraries, searching in museums, and long hours spent in composition. In fact, the lecturer must become so soaked in her subject that she cannot help talking about it, and until the lecture hour seems all too short a time in which to tell all she has to say.

But even while studying she has active thought for practical details. There are many things to do besides preparing the lecture, headed by the great item of securing an audi-

ence. No woman need be told the advantage of having a good social background for her gatherings. The reason is plain why it is almost necessary for the success of the lectures that desirable and somewhat exclusive houses be secured for the gatherings. This is the one point where the beginner must sacrifice independence of spirit. The use of a large house must be asked from the owner, some friend who can grant the favor with but little personal inconvenience. Later, perhaps, when the lecturer's excellence is known, she can go to more independent, if less fashionable, quarters. But it is a well-known fact, and will hold true as long as social climbers exist, that the mere privilege of entering a fashionable house will attract many subscribers to otherwise valueless lectures. Indeed, there are some annual courses in large cities that are arranged to meet five times in five fashionable and conspicuous houses each winter, and invitations to subscribe are rarely declined. The inference is plain, but unflattering to human nature.

Having secured the house or number of houses where the lecture class is to meet, the next matter is to obtain the names of prominent women as patronesses, the list to be

printed on the tickets or on the announcement leaflet. The same worldly wisdom that prompts the selection of prominent houses regulates the choice of patronesses. It is a pity that one cannot be independent in all things, and it is a compromise with self-respect not to be so, but it is a matter of business to have influential names on the patroness list. The mitigating part of it is that the ladies usually take as a compliment the request to serve.

Disposing of tickets is a downright hardship and mortification to the sensitive, but there are ways of doing it that lessen the unpleasantness. The lecturer must have an attractive leaflet printed, announcing the coming lectures, where they are to be, and how many, who are the patronesses, and what is the price of the course. As the item of postage is considerable, one or two tickets may be enclosed with the leaflet, with a request that either the money or the ticket be mailed to the lecturer. The visiting list will, of course, be used for selecting names, and also a list of addresses furnished by friends. Make the whole thing seem choice and exclusive, and it will become the fashion, which assures success, provided always that the lecturer has something worthy to offer, and that she

brings all the force of her personality to work upon the audience, interesting, amusing, and uniting them. Unless the lecturer throws her whole soul into the work, it will be a failure ; and without personal magnetism, the result will be the same. In short, the individual in this as in other occupations, is arbiter of her own fate.

What price to ask for the tickets is a question which must be settled early in the preparations. Two or three generalities will apply. If the course is for six lectures which have cost the lecturer much study and research, and are of the instructive order, five dollars is the prevailing price in large cities. If the course is a long affair, like the conduct of current events or current literature classes, which meet weekly from November to May, the time is divided into two terms at five dollars a term. But if established local rates for parlor lectures or classes fall far below this, then the lecturer must arrange her charges to suit the popular idea.

Because lecturers you have heard have spoken with a smooth flow of ideas, it does not follow that the lecturer is not exerting her very finest powers for the entertainment and instruction

of her hearers. Not until you stand before your first audience will you know the amount of concentration and vital force needed for the effort. And not until then will you know the exhilaration of holding the interest of a crowd by the power of your own personality and the value of what you have to impart. Nor will you know until it is all over and the audience has dispersed, how great has been the strain nor how fatigued you can become.

CHAPTER XV

TRADE

SIMPLY because a lot of humble, hard-working people are engaged in trade, why should it be considered beneath the dignity of persons of cultivation? Thanks to certain progressive and independent souls, this feeling is vanishing with other superstitions, and a talent for business is considered a valuable gift rather than an evidence of common clay. The business faculty is not a matter of sex; women have it almost as often as men are without it. Then let her who has the gift and the need to exercise it, plunge into the vortex of trade to her delight and profit.

The woman who has no knowledge of trade except the customer's, must know that she starts with this handicap, that she is in direct competition with a large army of people who are familiar with every detail of their business, and who already have a clientèle. These people may be the children of shopkeepers; they have

in infancy played around the shop, have even taken liberties with the recesses behind and under the counter which are so mysterious to the customer, and have been saturated with shop atmosphere and shop talk. Besides this, they have a grim and jealous hold on Fortune's gown, for it is death if they let go. A rival is from the start an enemy to be discouraged if possible.

A woman who starts newly in trade must recognize, then, that she places herself at once in competition with her superiors in business. When she begins she may be much flattered and much encouraged by admiring friends, but the unpleasant facts which never enter their unpractical minds must not lie unconsidered before commencing.

To make a success, the aim should be to excel other shopkeepers in some one attractive particular. It is in general true that large shops sell cheaper than small ones can, for certain articles are sacrificed simply to entice customers into the place with the hope that other goods will be purchased at the same time. Therefore, there is but little hope that the small experimental shop you are fitting up in your secret imagining will divert buyers of

staple necessities from the department or other large stores. But the bait you can throw out to the moneyed public is something that depends upon yourself, your individual talents or gifts. It may be that your special training at home and in society has given you an insight into the needs or fancies of the leisure class that no one could have who has been denied your advantages. This ought to help you in supplying those persons with a class of goods which you may have looked for in vain when you stood on the customer's side of the counter.

Good taste is a rare thing in trade, and yet it is an essence which commands a good price. Good taste can be exercised not only in the selection of goods, but in the decoration and arrangement of the shop itself. I have in mind several *petites boutiques* whose proprietors are efficient gentlewomen and where the senses are gratified from the moment of entrance. There is an air of purpose about the rooms, which is both accentuated and embellished by the decoration and arrangement. It is a pretty combination of trade and art only possible to women of taste and ingenuity. Packages are done up in special boxes or paper of uniform color, and some original effect is noticeable

even here. In fact the atmosphere of the ladies' boudoir is not absent, although trade is the confessed object of the place. All this grace would lose its charm and become mere affectation if the business matters were not as scrupulously executed as in the most rigidly careful shops.

Originality and the creative instinct are gifts of a high order, and these do much to increase business, not only in improving the class of goods offered, but in the manner of offering them. In general, there are two classes of shops, and these are far from satisfying all tastes and purses. Roughly speaking, the two classes alluded to are the department stores, where every one can and does buy at low rates all ordinary things; and those exclusive establishments which import novelties and charge prices which only the very wealthy or very foolish consent to pay. Now, where shall that woman go who is not satisfied to have her shirt-waists or her bonnets repeated on the shoulders and heads of the wives of Tom, Dick, and Harry? Where shall she go to find tasteful, exclusive styles at a moderate cost?

The woman who answers this question by the goods in her little shop speaks eloquently to a large and eager audience.

"If I should fail in my business," said the head of one of the boudoir-like shops, "I should know it was my own fault. There is room for such shops as mine, and their success all depends upon the ability and enterprise of their proprietor."

She had been at work two years, and had a good business, most of her customers being strangers, for it is a fact noticed by all business women that although a large social acquaintance helps in making a start, the best customers are those who are only known in business relations. As a matter of fact, it is from this latter class that one can best judge of the worth of one's wares. Friends might—bitter thought—give patronage through charitable impulses, but you may know that a stranger's custom comes because you offer her a satisfactory equivalent for her money. And if that is your business reputation, you will never lack for custom. In our social relations we are flattered, cajoled, and excused, but once we are in the cold ranks of trade and receiving money for our wares or our industry, the recipient's eye becomes critical.

Make a searching self-examination, especially on the points of application, courage, determination, business instinct, and if you can,

without self-deception, fill in the papers with high marks, then take up the all-important subject of capital, without which it is impossible to go into business. Confer with some sound business man as to your probable expenses and the manner of procuring the money if you have it not already. But in addition to this, prowl around and see what your own unaided estimate would be. For data, look up rents of a suitable office or shop, inquire as to the pay of the employees you would need, and learn the cost of a stock of materials.

If you have a little money, it seems a stupendous hazard to put the precious pile into a venture of your own; and it seems even worse to borrow money for the purpose, but these are the thoughts of weakness, not of courageous purpose. Think of all the "other girls," as Mrs. A. D. T. Whitney calls the hereditary workers, and how many of them succeed in little business ventures, as dressmakers, hairdressers, milliners, etc. It surely is no harder for us than for them, and we would reject the idea of a lesser courage.

Advice from the right quarter is good, and yet some noted business successes have come to women who have made their venture against

advice. But it is safe to say that an able woman who has the courage to risk involving herself in debt and of bringing the consequences of failure upon those she loves, possesses the qualities of mind that would insure success in anything she might undertake.

A necessary part of the equipment for trade is a knowledge of book-keeping. This is a branch of arithmetic that women ordinarily ignore, but the woman in business needs it from the day she starts. The cost of learning is slight, and tuition can be had in the evening as well as in the daytime. Business schools or colleges are always to be found, or if not, then some practising book-keeper can give instruction in keeping books and making out bills. The teacher may, in some instances, even have to instruct the embryo business woman in ordinary check-book work, but this is a painful subject, and one which has wandered into the domain of the newspaper joker, so it shall be immediately dropped.

The next thing to knowing the law is to have a good lawyer near by, not to conduct suits, but to keep his client from such entanglements. The woman has an advantage who has listened to abbreviated lectures on

civil law during the days when business had not claimed her time, for she is then better prepared to meet the business world. It is sometimes easy to become involved in litigation through the irascibility or the fraud of others, even though one is peaceable by nature, and in such junctures as this the business woman needs and should seek a lawyer's advice.

After all these considerations which apply in general to all sorts of businesses, let us consider some specialties that seem particularly adapted to women. First, we will take up millinery, because it is a popular idea with women that they have a taste for it. We all have a taste for becoming hats, goodness knows and our empty pocketbooks sometimes attest; but an interest in one's personal hats is a very different matter from an ability to fit all sorts of faces with a crown of millinery which shall be becoming, suitable for all occasions and with all gowns, having fadeless flowers and "naturally curly" ostrich tips, all this for the small sum the customer is willing to pay—and where is the profit to the dealers on which all the rest hangs?

Girls fresh with the beauty of youth sit

down on a rainy day, surrounded by last year's hats and a yard or two of ribbon, and toss the materials together in a fascinating confusion with which they adorn their pretty heads. "Alice has a positive talent for millinery," says her mother, forgetting that it takes more than a clumsy hat to mar a young girl's beauty. But let Alice go on, she may become proficient later in a very useful industry which, when coupled with originality and skill, becomes an art. The word art is not misapplied, for one of the most successful milliners in this country started life as an artist. As success was slow in coming that way, she turned her well-trained eye toward fitting women with hats, not merely selling them compositions of feathers and flowers, but permitting no one to go from her shop with a purchase unsuited to the lines of her face or the color of her complexion.

It is not necessary to have capital to become a milliner, for there are always well-paid positions to be had if the worker has skill, and particularly originality. The first practical step is the study of millinery, to learn the actual methods of making and sewing. It is not likely that you will have much of this

work to do when you have advanced a bit, for if you go into business with capital you will hire girls to relieve you, and if your aim is a position as a designer, your skilled fingers would not be permitted to waste their time on such drudgery. But, to conduct a business successfully, the chief must know every detail by experience. Millinery classes are held in all of the Young Women's Christian Association buildings, and in connection with other philanthropies; instruction is also given at schools of manual training which embrace courses on industrial arts. If these schools are not accessible, there is always a little milliner near by who would turn teacher for a compensation in the way of work or of money.

It is to be presumed that the worker is too ambitious to be content with covering frames, quilling ribbon, and sewing in linings; in other words, she wants to become a designer, and perhaps ultimately a proprietor. There is not the slightest doubt that ability will find recognition, if coupled with enterprise. I have in mind a young woman who started as a mere sewer of hats, but whose taste in trimming attracted attention until she was advanced to head designer, at thirty-five dol-

lars a week. A rival firm noticed her work, and knew of the customers who followed her, so offered her fifty dollars a week to come to them, and have since raised her pay to sixty-five dollars. She designs models which are sold as French hats because of their taste and style, and has made the millinery department of her employers the most popular of any in their city. Instances like this elevate millinery into a dignified calling. Starting for herself would be but little hazard for a woman like this, if she had business ability as well. But a woman who has the business instinct and an artistic eye, need not hesitate because of little skill, for she can hire the skill. Indeed, the most successful proprietors of establishments are those who hold the business reins in their hands, superintend the whole, take broad views, and lead the corps of employees as a general his army. Many a specialist has no power of direction, and this is where the business talent has the advantage.

“The ubiquitous shirt-waist” has been a boon to women in solving the dress problem—and it is equally capable of helping on with money-making. There are two kinds of shirt-

waists, those made by thousands in factories or sweatshops, and which clothe the shoulders of the people of whom Abraham Lincoln said, "The Lord must have loved them, for He made so many of them ;" and there are those shirt-waists made by the shirt tailor at prices varying from four to seven dollars each — cotton waists, of course.

There is an enormous number of women who buy the shop-made waists only because the tailor-made are too expensive, but who squirm under the faded stripes, and loathe the meaningless elaboration. Simplicity always costs more than embellishment, and the latter characterizes common goods.

All this is merely a preamble to the suggestion that there is money to be made in custom-made shirt-waists, cut in correct style, of the best materials, and sold at a figure that entices the purchaser even from the bargain counter of the department store. Who starts in this business now cannot be called a pioneer, for there are several firms of women in the full swing of success, and who always say, with a bright flash of the eye, "We are very sorry, but your order can't be filled under a month, for there are so many ahead."

What is necessary for a start in this humble business? Little more than an office in the centre of the shopping district. Samples of materials will be furnished by the firms from whom the goods are bought, and it often happens that customers supply their own stuff. As for the styles, it is easy to learn what the best shirt-tailors are doing, and how the French designers are treating the simple garment. Customers often have their own preferences, but many need advice, and, if they are well pleased, will advance the interests of the shop.

It is impossible to state the amount which it is desirable to ask — and by desirable is meant the highest sum that can be demanded without injuring the probability of custom. The local rates must regulate that question. Women who compete with department stores are sometimes forced to accept as little as one dollar each shirt for the item of making. Others, who aim only at the wealthy custom of large cities, ask as high as four dollars and prefer supplying materials.

If a business talent exists and necessity for self-support arises, it is sure to work out the salvation of its owner. The preparation and

sale of delicacies for the sick is a business which was invented by an enterprising young woman who has made an immense success. Unfortunately it is only a large city that can support such a shop, so the number of women who can enter this branch of trade is limited, but the business is worth describing because it may contain the germ of a suggestion for some one.

The object of the shop is to supply everything that can possibly be needed for nursing the sick, at the shortest notice. All sorts of food are prepared on the premises and delivered at residences according to order. The list includes broths, calves' foot and meat jellies, beef juice, milk and cream sterilized or peptonized, and an endless list of light desserts and entrées to order. Besides this are surgical dressings, rubber sheeting, pneumonia jackets, all for sale; and invalid chairs, rubber beds, back rests, and similar comforts for hire. This little shop also has a registration bureau for trained nurses, and supplies any sort of nurse required without delay. In fact any family which has suddenly tumbled into confusion and anxiety because of the illness of one of its members can here find relief.

When this specialized business started it

was quite a humble venture, but the attention and enterprise of its proprietor has given it success and distinction. "It all depends on the woman," in this as in other industries. Besides this, success in trade comes through advertising, through courtesy to all, intelligence in supplying the needs of the public, promptness in filling orders, and strict attention to business.

CHAPTER XVI

HACK WRITING

It sometimes seems as though every one puts pen to paper. The young girl, restless with new emotions, writes romances, the boy in his first love affair writes verses, the mother writes of nursery happenings and hygiene; and as some of it is very good stuff—to use an appropriate idiom—it finds its way into print, and thus the number of writers is increased beyond a lucrative limit.

“’Tis pleasant, sure, to see one’s name in print,
A book’s a book, although there’s nothing in ’t,”

said Byron, who struck the secret of the matter, for once a writer sees her words in public dress, the desire to try again is unquenchable. The ambitious experimenters carry their wares to the literary market, and so fill its stalls, that genuinely hardworking craftsmen stand less chance of selling their goods, and, as is always true in a glutted market, prices are low. In other words, com-

petition is so close that the beginner cannot hope for much of an income until she has at least the foundation of a literary reputation.

It must be assumed that no one would take up writing for bread winning who had not previously tested her ability in some measure. Giving a manuscript to friends for criticism scarcely counts; for even though a friend may be a good judge, he does not tell you frankly his true opinion. The best—the only—test for the author who writes for money is to submit the manuscript to editors. If practical people like these are willing to pay in hard dollars for your wares, you may know your work has a commercial value. It is true that many things lie unprinted in the desk drawers of authors which are better in quality than some that have been accepted, but that is because editors require something besides excellence,—that is, fitness.

To make writing profitable at once means that—unless your talent far outstretches mere facility—your work will be of the miscellaneous, uninspiring sort, known as “hack writing.” When you feel within your soul all sorts of stirrings, poetic and tragic, which ought to inspire the book of the age, it is hard to run

about getting material to write up the opening exercises of a mission house, or to compose "a drool" on the feeding of pet cats; but that is the sort of thing that brings in money to the beginner.

At first blush it seems as though story writing were the only thing, that all the rest of a magazine is only filling in, and the central point of interest the short story. Story-tellers, like poets, are born, not made. If your talent lies that way, you will find it an immensely profitable one after your reputation is established. More money can be made by writing fiction than in any other literary way, therefore it is the most desirable branch of composition — but it is to fill immediate needs while the reputation is growing that the humbler hack work is recommended.

Let us assume that you have tested your ability and have found in your dilettante days one or two editors who have printed your stuff — horrid word, sordid and material, striking the sensibilities cruelly. The time has now come when you must make your pen earn a considerable sum of money.

Very well then, my first word of advice is to be practical. You may have fancied the

author as soaring always in a beautiful world of imagination, but it is not so — he is a worker and a hard one. He has his business hours like any other busy person, and instead of waiting for inspirations, forces them. This is an age of competition, and the one who is up and doing is the one who wins the goal. The method of work, whether it shall be done in the morning when the brain is refreshed with sleep, or in the evening, after day-infesting cares have gone to bed, leaving a quiet house, is optional with the worker, but there are other rules that must be observed.

Whether you have a manuscript written or only one planned, go to a library and read the current magazines carefully, not to plagiarize ideas nor to find models for style, but to learn the whole scheme of the magazine, the animating motive of the editor. Read between the lines and between pages, study the editorial expression and learn what class of readers the publication aims to please. It is extremely important to an editor to find material adapted to the tastes of his constituents, and that is the sort of material that the wise author aims to supply.

Still more than this can be learned by a care-

ful study of magazines. Certain wants can be discovered, and the practical mind can conceive how these may be filled. If a suitable inspiration comes to you, jot it down that moment, with the idea of submitting it later to the editor whom your instinct tells you it will please. Magazines are not always the expression of an editor's soul. They are more often a bait to catch the subscription price. Except in the case of a few — whose issue is in consequence not the largest — the education of the public is not so much aimed at as the tickling of the palate with things that confirm its own mediocre taste. Therefore, if you wish to make money as a beginner, follow the editor's lead, and if your soul needs to soar, let it do so in your leisure time when you may write out your epic or your romance. It will not be wasted, for if it is worth anything it will be printed later on; and if it is not, then you must count it as a violinist counts practice-hours, not time lost, but spent in seeking perfection. The strange thing about writing is that every one thinks because good literature is easily read it is easily written, and that if one can read one can also write. "Easy writing makes hard reading," is an editorial aphorism.

Having evolved an idea, and having found a magazine whose policy it seems to suit, write out carefully a schedule of the article you would like to compose, and submit it to the editor, naming at the same time the magazines which have previously printed your articles, and asking if he would like a paper on that subject. Very likely the best a beginner can get will be a reply to the effect that the idea pleases but the magazine never orders, therefore you may write it at your own risk if you care to do so. That is not bad, and if you work well, the chances are your article will be taken, especially if your letter is short and to the point.

An amateur writer wrote to a magazine stating, on three closely written pages, the merits of a story she had written, and asking an offer for it, intimating that the highest bid of the several magazines to which it was offered would, of course, get the treasure. She also added that, in consideration of an extra sum, she would permit her name to be used, which was that of a prominent society leader in Kansas City. More's the pity, such utter lack of practicality is not rare.

Another amateur visited an editor in his

office with some poems, but grew coy at his brusque way of saying, "Let me see them," and shielded her literary darlings by protesting, "No, I don't know that I shall—you are so abrupt." The editor's calm reply was, "My dear madam, keep your verses; and do not imagine that there is any conspiracy on the part of editors to wrest from you your literary productions." There is a lesson for all writers in that last suggestion. Also, we are all of us far more willing to sell than they are to buy, so we must please with practicality and tact as well as with good lines.

"Well, what can you do for us?" is a cold, practical question put to writers by editors.

If you have studied well the needs and policy of the magazine, you have a good answer to the question. If not, you are at sea, and the editor puts you down as one more of the incapables who wander into offices.

"What a blessing it is to find some one with ideas," exclaims the editor to whom you take something worth while—a welcome suggestion for a novel department, for instance.

Unknown writers who live away from cities where much publishing is done, are at a disadvantage, and may have to serve a longer novi-

tiate, but they have the advantage of always reaching the editor, which cannot be said of those who hunt them in their lair. If you can see your editor personally, do so, for more can be accomplished in an interview than on paper. Never insist upon seeing a strange editor merely to lay in his hands a poem or story, for he will only be irritated at the interruption and will toss your contribution into a basket, to be read by the fenders who protect him from reading unworthy trash. The same end, without the editor's irritation, is reached by sending your manuscript by post. But if you have an original scheme or some idea to lay before the editorial consideration, you have ample excuse to ask for an audience.

It is not easy to visit editors, for they are a busy set of people, jealous of their time, and protected by a staff of assistants who are authorized to hear all an applicant has to say, but who are not empowered to give any satisfactory answers. The writer enters the editor's presence as an unwelcome guest, who has forced an audience, and this thought is enough to drive every idea except apology from the offending head. It does, unless ideas are jotted down on a bit of paper. Nevertheless, say your

say as convincingly as possible, and quickly. Then win the editor's gratitude by an immediate exit. Too much stress cannot be laid on this matter of not trespassing on the editorial time, although there is another side to it—if there were no authors, there could be no magazine editors.

If the interview is a satisfactory one, you will have made a great gain, for it is an advantage to be known in an office. A certain successful writer goes so far as to say there is little use in handing in manuscript unless it goes to the editor direct instead of through the uncertain ways of a corps of readers. It is part of an editor's business to see people, but he is made difficult of access only because so many people, impractical and long-winded, absorb valuable time if they are permitted an interview.

The ideal in hack work is the regular position of department work. It secures for the writer a sure sum weekly or monthly, which is a joy with those who have board bills to pay, for these last are certain even though all else fails. The department may be the delightful one of book reviewing, or it may be the grind of fashion notes—but it is remunerative, and it

is sure. There is no regular way to proceed to get such work, but a quick wit will help to it. A paper without departments may welcome a suggestion to begin one ; or an established department may have run down and need new blood. However you get the department work, rejoice and do it so well that you will not lose it. Keep your eye out for modern improvements and even suggest changes in your own department before the editor-in-chief wearies of it. The weekly publication has been a good field for department work, but weeklies are fast changing into monthlies since the Sunday newspapers have become so like magazines in character. But in this very change lies an opportunity for disposing of work. Writing for the Sunday edition or supplement is not like the stress of daily journalism, and if the signature is printed with the articles, the advance to fame is aided.

From the moment that a young man starts in business, nothing further is expected of him, business occupies all his time. But when a woman attempts bread winning she keeps on being a domestic creature and adds business to it. The woman who writes has as much right to her regular business hours as a banker,

and from the moment that she takes up the work earnestly, she should separate herself from the family and work in uninterrupted seclusion. It is not always easy, for small domestic needs seem to others to warrant frequent interruptions, and there may be some member of the family aggrieved at the closed door of the worker. But if serious work is to be accomplished, regular seclusion is necessary.

All writers vary more or less in their work, and can sometimes with reason lay down the pen and exclaim: "That is a good thing. It is perfect of its kind." When such a piece of work goes from your desk, do not hesitate to direct it to one of the highest class of magazines. If it comes back, send it to another, and so on until it finds a lodgement. It is foolish to take a return of manuscript as a slap in the face, for it may mean many things other than that the work is bad. Eight copies of the libretto and score of Bizet's *Carmen* were worn out by readers before the opera found acceptance.

The important subject of remuneration is one difficult to reduce to specification. Every magazine has its own rates, and the beginner must abide by them, although they seem unreasonably low. The enormous number of

magazines on the news stands where formerly there were but a scant dozen, weeklies included, makes of course an enlarged market for literary wares, but it also tends to reduce pay. The practice of the day is for magazines of the cheaper class to print a story or two by well-known high-priced authors, and then to economize for this showy extravagance by filling the bulk of the pages with ill-paid "stuff," by unknown writers. Happily for new talent, the reverse of this is observable in the best magazines.

Ten dollars a thousand words is good pay and is the rate adopted by the average first-class publication for unknown writers. Some magazines of good rank pay less, as little as seven or eight dollars a thousand, and Sunday newspapers as low as five and six dollars. These rates would not be low if a writer could get everything accepted, for a day's work is from one to three thousand words, but the market is too well supplied for that. Regular engagements on departments generally bring less than the magazine's usual rates — on the principle that goods are cheaper at wholesale.

So far I have said nothing about the woman journalist who writes and reports for the daily

papers, and I will only mention the subject now to warn women away from this kind of work. It is severe, disappointing, precarious, and alters a woman's entire bearing.

"I'd see my sister dead before I'd see her on a daily paper," is what a young and successful journalist says. There is a certain charm about the adventurous, unconventional life to a college girl of masculine tendencies, but the work rarely brings distinction, or leads to higher things. Rather it leads to deterioration, and in the end the woman reporter is thrown away like a discarded glove, to make way for some younger and brighter successor.

The beauty of literary hack work is that the capacity to do it enlarges with practice, and the faculties, instead of being exhausted, grow with use. Subject after subject suggests itself in unending succession, and the only distress is lack of time in which to write them all out. Work becomes the normal thing as well as the most interesting and enjoyable, and life is enriched by broadened views. All that you have ever learned or experienced will be of service to you, and you will find material in every day's occurrences.

Outside such work for the daily papers there

are the editing of woman's pages, the writing of special articles for Sunday editions, fashion notes, etc., in which women find congenial wage-earning.

The life of the woman "hack" is not an easy one and requires the best of equipments in the way of both education and experience, its remuneration being little above that of a good dressmaker. But if you love it, that is another matter, for love lightens labor and lessens disappointments.

CHAPTER XVII

THE LEARNED PROFESSIONS

DOCTORS

It is quite out of place to recommend the study of medicine to a woman whose only object is self-support, for doctors are as much born as made, and who enters one of the learned professions is actuated by more than mercenary motives. Therefore, I cannot say to any and to all, "Investigate this occupation, for a good living is its attractive possibility." Only the elect should consider it at all. "And who are the elect?" asks the woman jealous of debar-ring disabilities. They are those in whom a love for things medical and surgical is inherent, those possessing by nature the sort of pity that will hurt in order to benefit, the courage to take the responsibility of life and death, the intellect to absorb, to remember, and to deduce, magnificent health, a great love for mankind, and an unselfishness transcending even the extraordinary. Of such stuff is the physician made;

and if men require these attributes, still more do women need them, for their position in the medical world is yet difficult through the prejudice against their sex.

This prejudice is steadily waning, and women who are already practising physicians declare that they do not feel it at all. But those outside can see that it exists.

“Other doctors certainly give us no slights,” says the woman doctor; “how can they, when those we meet are called in for consultation by ourselves?”

This is how it is felt: the woman doctor does not care for men patients, and only treats those whose families are known to her, and then only for some ordinary complaint. This forces a family who employs a woman doctor to have two physicians, one for women and children, and one for the men, not always a satisfactory arrangement for the family, however well it suits the woman doctor. Therefore families are slow to take the woman.

And notwithstanding the woman's brave front in the matter, she will find herself left out of consultations where “brother physicians” do the inviting. But there is a larger need of women physicians in this country

and in others, and if she who chooses this profession is strong in mind and body, gentle and capable, sex opposes no barrier to her progress and recognition.

The high-strung, nervous woman, sensitive and apprehensive, will not make a good physician, no matter how keen her intellect nor how delicate her touch. She might diagnose with wonderful exactness; but in practice, where emergencies are constantly occurring, and where the physician frequently has to decide unaided and at once, in desperate straits, whether to operate or not, such an one would most probably fail. The coolness of self-confidence is the reliance in emergencies where life is lost or saved by the instant action of the doctor.

All through the college course the training is such as tends to develop the requisite coolness and nerve. The dissecting room and the operating clinic leave no student nervous at the sight of blood, and hospital or dispensary practice give a foretaste of what will be met in private practice. But if any woman student find that she is unfitted for the work, let her, for humanity's sake, abandon studying for the profession.

To choose the college where the medical

education is gained is a matter of the gravest importance. Even the best in the world is not good enough to fit a person for a position where the slightest error in judgment can cause death. It is usual to choose the college nearest home, and, such is the economy of women, to select that having the lowest matriculation fee. Such insignificant matters as distance and a few dollars are not worthy of consideration in relation to the importance of having the best of educations. It is not a cheap profession, to be picked up without grave expenditure of time and money. It is a life work, and she who undertakes it must keep that thought in mind.

Investigate carefully, then, the subject of colleges. The matter of coeducation will come up, but as to that, the testimony of serious women who have passed through the experience is that no unpleasantness attends it, for all the students are too much absorbed in their work to have any other than scientific views. There are medical colleges exclusively for women, of both schools, homeopathic and "regular," and the standards of education in these are the same as for men. The course is four years, with long summer vacations. The

average matriculation fee is two hundred and fifty dollars. To this must be added an allowance for books. A pupil must be clothed, housed, and fed, and well fed, too, on nourishing food, so the living expenses for four years must be added to the educational in estimating the cost of fitting a woman for the profession. There are women on whom this expenditure would be lost; there are others who will, by its help, rise to positions of eminence in the noblest, most unselfish of professions. Each must decide for herself to which class she belongs.

Because it is customary for a young man to enter the medical school immediately after being graduated from his university or high school, the idea should not prevail that the same rule applies to women. In fact, it is in most instances better for a woman not to enter so grave a profession while still a girl. The rule is that girls marry. Then what becomes of the medical education? No doubt it is a great assistance in bringing up her first baby, but that is like buying a thousand-acre farm on which to raise one frame of violets. If the girl marries, pouf! goes her professional career. Therefore it is better for a woman to wait until her life and ideas are in a way settled

before studying. I have in mind two successful women physicians who studied after marriage, and when they had two or three little children at their knees. In one case the children were the incentive to study, their father having left them poor; the other case being that of a woman whose husband was a physician, but who studied because she could not help being a doctor any more than a robin's egg can help hatching out a bird. Maturity seems a better time than youth for the woman doctor to take up her profession.

After the equipment, what then? asks the inquirer. There are medical positions in institutions which make good berths for women who are content with a safe place at a fixed income, and if one of these can be secured the struggles of the first year or two are avoided, albeit the aim is not so high. Ask any professional friend you have, and you will be told that the first year or two are exceeding hard. The dignity of the profession allows no advertisement of any kind. The shingle is hung out of the newly furnished office, and the new doctor sits down to await a call. There is a bicycle or a horse for visiting, and only the profession knows the feelings of the young

doctor who puts on a serious face and dashes hurriedly through the town, apparently to save a life in desperate condition, but really to make a brave show of being in great demand. The first patients are the poor, who regard the newness of the doctor's diploma a small matter in the face of a small fee. There may not be much profit in these humble people, but they have tongues to tell of pains relieved and disease checked, and the word spreads to others, and at last the doctor really feels the rush of business that was at first a false assumption.

LAW

"She has a call," is the way old-fashioned folk express it when some one has a strong inward impulse to follow some extraordinary bend. This expression is usually applied to matters which are superior, either intellectually or mentally, so perhaps we may use it in referring to the modern woman who chooses law as a profession. Unless she has a call she had far better content herself with something more modest. The spirit of adventure may prompt the adoption of this learned profession, for it certainly is venturesome to scale

the heights which are mainly reserved for the strong foot and steady vision of men.

The woman who studies law must put all thought of sex behind, lest the bit of femininity within her be flattered by the alluring prospect of becoming as learned in the law and as eloquent in speech and as fascinatingly beautiful as Portia. She must look at the prospect as though she were a brain, and not a woman.

First of all, she must have those qualities of intellect which make the successful lawyer. The legal mind is by nature and training quite different from the ordinary intellect of woman, and is loosely described as both logical and masculine. A woman possessing it is a rarity. She does exist, and has made in certain parts of the world such notable success that her cry of "Excelsior!" rings through the consciousness of other women and goads on their ambition. But, alas, alas, it also misleads, and women become intoxicated with the idea that what man can do they can do, and for no other reason in the world than to demonstrate the mental equality of the sexes undertake legal studies. As a matter of fact, no one doubts the ability of an intellectual woman to take a course of

law and to graduate as Bachelor or Master of Laws. There is no mental law which prevents the female brain from assimilating the lectures on torts, contracts, equity, and other legal subjects. The studies can be taken and the degrees won; but it is after graduation that the rub comes, and this is the point that I would have those women consider who think of taking up law as a means of livelihood.

The complaint is made that a girl's vision of marriage extends no further into the future than the wedding-day, and that this limited view is responsible for many matrimonial mistakes. Let the law student not be guilty of the same short-sightedness. Let her consider the taking of a degree as an accomplished fact, while still reviewing the subject in advance, and learn, if possible, by close self-examination, how well nature has fitted her for the semi-public life of a lawyer.

A woman can rarely get away from the influence of her own emotions. Is an emotional lawyer the ideal one? A lawyer needs to be absolutely bullet-proof against the flings and gibes of adversaries, both private and professional. Where is the woman who has not a heart vulnerable to these weapons? These

matters seem quite apart from the main object—that of becoming self-supporting through means of this profession—but they are very closely related to it, for pecuniary reward only follows technical ability, and that ability is usually hampered by the almost ineffaceable traits that nature has given to woman.

Now, having sounded a note of warning to those to whom it applies, it is only fair to remember that more and more women are studying law every year, and instances of their successes are frequently cited, but these citations remind one a little bit of the remark of the Harvard alumnus, who in defending a college education, said, “The papers make a tremendous row over any Harvard man who becomes a car conductor, but omit to mention the thousands of others.” So we must remember that the papers are prone to blow trumpets over the occasional Miss Arabella who has the largest legal practice in some far-away village, or Mrs. Jane whose legal ability has given her a prominent political position.

The time is not yet ripe, as society is conducted in large centres of civilization, for women to occupy any prominent position in the legal world, although in less conventional

districts they meet with gratifying success. If a woman honestly feels that she has the natural equipment for a lawyer's life, the education is not difficult to obtain. Many law schools are open to women as well as to men.

To speak generally, the college course will cover either two or three years, depending somewhat upon previous education. The fees are usually a hundred dollars a year with twenty dollars added for graduation and diploma. These sums apply to the undergraduate course, which entitles the student to the degree of Bachelor of Laws. Further study is the graduate course, which lasts about a year and must include five courses, as they are called. The cost for this year averages one hundred and twenty-five dollars, with ten dollars further for diploma and the degree.

So far we have considered only the full-fledged lawyer and the legitimate legal practice, and so far, also, the matter has been rather pessimistically colored; but where the practice of law is of assistance to self-supporting woman is in its lesser branches, where it supplements and fortifies other employments. This is true, for instance, in the business of real estate, and in fact, in connection with any

business interests in which a woman may engage. Law is not always contest; its best part is to prevent altercation, and if the woman in business has a knowledge of law, she is much less likely to fall into traps than the woman who has had no legal training. An entire course at a law school would be rather an appalling preparation for going into business. Short courses of study are arranged at law schools whereby the student may take up special branches relevant to her affairs. This course of study will give her the training and knowledge she requires, but will not entitle her to a degree.

As women have a way of lightening and feminizing everything within reach, so also they may in time put a new aspect on the hitherto ponderous passages of Blackstone. There are now classes in law held in our large cities where ladies of society assemble with the gayety characteristic of a social gathering. At the end of a season of lectures each one is given a diploma, and airily flutters homeward feeling a close kinship with the most learned men on the bench. Ask any one of these women why they enter these classes, one will say because a friend asked her to; another

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will say because her mind was getting rusty, and all take the whole matter in a prettily frivolous way. But the woman who studies law for a livelihood never lacks deep seriousness.

CHAPTER XVIII

ARTISTS OF THE HUMBLER KIND

FACILITY WITH THE BRUSH

FOUR or five letters received at various times linger in my memory and always will, because they were fragmentary lines from some of life's tragedies.

One of them was from a young girl in a small town near a large city asking advice about selling drawings. The letter opened the way to a visit. The girl—undersized, with wide, deeply shadowed eyes—appeared with a huge portfolio to show what she could do. Some of the drawings—those done in the art school, where the work was laid out for her—showed beauty and fidelity to nature. There were several of these, all figures of professional models who knew how to make a harmony between pose and costume. Then came samples of her more recent work, executed after leaving the school, when thrown upon her own resources without compass or

rudder, to put on paper the life around her as she saw it. She must have viewed life through unsteady eyes and must have seen only sordid things, for her drawings were absolutely hopeless.

A moment's glance revealed to the stranger what the girl herself would be years in learning, that she was absolutely without talent and could never succeed in the fields of art. Her history was something like this. She was deadly poor — how many people are who study art seriously! — yet for five years she had studied under good masters. Fancy what the expense of such a course of training meant to a poor family. Of course she had been led to believe that directly her course was finished she would be a full-fledged artist, ready to command large prices for her drawings, but the actual result was that she could not dispose of her things at a price sufficient to cover the cost of a model. Her most brilliant offer was a position in an architect's office at five dollars a week to make wash drawings of buildings in perspective. An expensive preparation of five years, with a practical result of a five dollar a week position, is disheartening to the most courageous.

Another one of the letters on this subject was from a young woman whom I never saw, being thereby saved a harrowing contact. She wrote that she was a chair-bound invalid, but that she wanted to support herself by painting china and certain forms of fancy work, and could I find a market for these wares? Like the other girl, she had been flattered by admiring friends into fancying herself possessed of a talent for painting merely because she exhibited a little facility. Her failures and discouragements are too distressing to record.

Another letter was from the daughter of a school teacher who bravely supports a family of four adults on a salary of nine hundred dollars a year. This girl had made straggling, weak-colored flowers on paper picture frames for Christmas gifts in a district where the highest expression of art is the illustrations in the daily newspaper. Her work was praised as something uncommon. And so the poor weak head was turned, and the girl determined on an art education in New York, living expenses to be squeezed out of her father's nine hundred dollar salary.

With such examples as these in mind, it is hard to recommend any woman who has facility

rather than talent to rely upon painting and drawing for a living. While art in its highest development commands high pay, in its slighter exhibitions it is scarcely paid at all.

Having uttered this word of warning, it may be well to speak of some of the branches in which those of minor talent have succeeded and can succeed. There is an ever increasing field in drawing for advertisers, — not alone the posters and showy advertisements seen in street cars, but those outline sketches with which even the humblest shops decorate their announcements in the daily papers. In line with this is catalogue illustrating. Firms that do not issue catalogues will sometimes listen to the idea of publishing one if the artist presents attractive ideas.

One department of practical drawing where there is abundant work for those who will do it well and accept moderate pay is the drawing of fashion plates. The standards for this sort of work are far higher than of old, and it is no longer such a mortifying of a talent that it was formerly. Artistic posing and grouping is permitted as well as a somewhat ideal handling of drapery. The fashion plate lady's face receives great attention ; and as woman advances

in intellectual development, so this lady who wears good gowns must be painted or drawn with a trifle more intelligence shadowing her perfect features. The work is not altogether without its trials, for a thorough knowledge of the mode is not always congenial to the artistic temperament, but naturally this is an imperative requisite. The scale of prices received for the drawing of fashion plates is regulated by the ability of magazines to pay. The lowest prices are five dollars a figure for wash drawings and three dollars for pen and ink drawings. Fifteen dollars is given for a single figure in wash by the best magazines. Even at the lowest figures, if a sufficient number of orders is obtained to keep the artist busy all the time, a fairly decent living can be earned. If there is much detail of trimmings in pen and ink work, that can be relegated to a youthful assistant, hired for a nominal sum, and this gives more time to the principal.

Legitimate illustrating is pleasanter work, but it is only obtainable by those with marked talent. If that is your possession, you will soon discover it, and the practice you might get on fashion drawing will not injure your prospects as a general illustrator. Magazines

which make a specialty of fashions, or those which have merely a fashion department, are always on the lookout for expert fashion plate artists. Remember this, you who aspire and fail in the fields of high art. Girls and women have made a precarious living by painting lamp shades, and decorating china, or making designs with hot instruments on either leather or wood, but the way is hard, the remuneration small, and it is against my conscience to recommend any such means unless everything favors the trial. There are those whose industry and whose talent will bring them success in some department developed by themselves. For such as these there is always a possibility of success, but in general it is safer to regard your merely facile brush or pencil as an amusement for your leisure rather than as your dependence for bread and butter.

THOSE WITH A VOICE

With most of us music is one of the decorative items of education, a parlor trick that belongs to wealth and leisure. A musical education—why the very words suggest hundreds of dollars of money and æons of time. And

so when the serious working days confront the woman she sometimes abandons this decoration of her gilded days, and turns to things which have always seemed to her like drudgery. But the proper thing to do is to harness the musical power to "life's clattering car" and let it draw it into pleasant and profitable ways.

At first it is disheartening to look upon the failures that strew the way, but examination shows the reason of failure; the voice did not warrant the hope built on it, the hope of obtaining world-wide fame as a singer in concert or opera.

There are many women who go abroad to study for public singing, and spend borrowed money to get a certain European veneer. The return is heralded, friends are called to rally around the *débutante*, and a concert is given to launch her on the wave of fame. But, dear, dear, what a lot of such pitiful concerts we have all attended. The names of the singers vary, but the main points are nearly all alike. The education of the singing *débutante* has been bought at too high a price, for even the half-modish and wholly pretentious gown she wears conveys the idea of a depleted purse; she shows an extreme nervousness which she tries

to conceal with frequent smiles, and the audience is strikingly over-kind in the matter of applause. As for the voice, "it doesn't get there"; it just fails. It is so good that it ought to be better, but it isn't, and every one goes away disillusioned. Other concerts follow, all of them terribly hard to put through, because no one cares to go, and tickets are only taken through good nature or benevolence or some other motive humiliating to the singer.

There is a ridiculous old song, containing a chicken's lament about his voice, in which occurs the refrain, "I don't want to be a chicken, for I'd rather be a bird." The same feeling takes possession of the girl with a voice — she wants the most ambitious of positions. But let those who have failed warn her. If a woman has a voice, and thinks she can make it productive, where then do her best chances lie? Just in a general way, it seems that teaching other people is the best way to make a living. Teaching music is, alas, so often done by people who have failed in other uses of the voice that it is almost like an acknowledgment of previous failure to take up this work. But that impression is as false as its twin error, that voices can only be cultivated in Europe.

Considering only the teaching of music, and not the various branches of public singing, let us inquire what are the teacher's requisites. A noted teacher when asked the question replied, "Personal magnetism." A broad interpretation of her words makes them mean that the teacher's heart and soul must be so concentrated in her work that she can carry the dullest or the most inconsequent pupil along with her, make her work and improve, and imbue her with enthusiasm.

But of technical things, method is the foundation. With so much controversy on the subject of methods the convictions become unsettled, and she who has had only an American training begins to fancy the *sine qua non* of teaching is the European finish, and this her slender means makes impossible. For the comfort of all such let me say that one of the finest teachers in this country is a woman who has never left it, and whose method is the evolution of her own intuitions. She was not willing to trust any methods that brought about such results as we often hear, and worked out her own.

Her history is an interesting one and has a value to those who contemplate teaching. She had sung as a parlor accomplishment only, when

fate forced her into the fields of remunerated labor. How shall I begin, was her problem, as it is yours. This is what she did—she hired a studio in a fashionable part of the city and furnished it with the utmost taste in all sorts of cheap Oriental fabrics. It was artistic and attractive to the last degree, and the very walls seemed to welcome. Then she gave a succession of afternoon teas, entertaining her guests with her own singing. She let it be understood that this was her studio where she instructed her pupils, and that she had some unoccupied time. There was nothing astounding about her voice, nothing that suggested a future as a great opera singer ; but she sang well, without affectation, and straight from the heart in a way that reached other people's hearts.

After her guests were gone, she made her frugal supper from the tea they had not drunk, and waited for pupils. Her first one paid her twenty-five cents a lesson. Never mind, she had a pupil, and that pupil advertised her. Before long she had three or four more, and at the end of three or four years her reputation was made, every hour filled from Monday to Saturday, and her prices raised to five dollars a lesson.

But it took patience and courage, patience to work and wait, courage to live almost without necessities and yet exhibit the bearing of affluence. Patience was needed for the pupils, too, for many are frivolous and will not work, or are satisfied with moderate effort. A teacher with a reputation to make cannot afford to let her pupils stand still, or the lack of advance will be charged to her.

If you have something to give, you will surely meet recognition. Have faith in yourself, in your ability to give good value for your patron's money. Work out for yourself any problems that you meet instead of slavishly adhering to the methods of the one who taught you. The price you get for your lessons must be regulated by the prices received by other teachers in your locality, but if you prove your ability to be above that of the others, you can exceed them in charges. If your pupils are serious, they must take a lesson every day for the first year, but as a rule only the possessors of really fine voices will consent to this outlay. The majority of pupils are those who wish to sing at home or in their friends' drawing-rooms, and it is from this class that the teacher just started draws her pupils. If you grow suffi-

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ciently advanced to educate or to correct professionals, you will not need suggestions from this short discourse.

THE PIANO

“ Did you know that Kate Kane’s father has lost his money and she is going to Europe to study piano-playing for the concert stage ? ” That was what was said of a certain young woman who disappeared from sight for a year. When her return became known, every one expected to be summoned to one of those hapless débuts to which all of us, at various times, contribute reluctant dollars. But no such thing occurred. The year in Europe had been spent with rare good sense under careful tuition of one of Europe’s best teachers, and the girl came home ably equipped, though not for concert playing — for who cares to hear the piano at a concert, unless it is played by Paderewski or his equal ? She sought pupils, not as a matter of benevolent patronage, but because she had something to offer better than the ordinary.

She set aside all purely social considerations and transformed herself into a thoroughgoing business woman. She had the latest German method to impart, and those who wished this

superior article understood from the first that it would command a high price. The quiet, masterful, businesslike methods, free from cringing or sentimentality, were more appealing than the usual humility of those who ask favors, and success came surely.

Of course there was some up-hill work. The pupils were extremely young and sometimes indifferent, but gradually improved until the teacher was able to refuse those who were not serious workers. To make music as interesting to the pupils as to herself was her first aim, realizing that no improvement comes from perfunctory work. No matter how young the child, theory was taught from the beginning. Scales, which are usually a matter of drudgery, were made to seem like original compositions by this artful teacher, who, instead of teaching them, gave every pupil a recipe and let them do the composing. Instantly drudgery was converted into entertainment. To give all mothers or guardians an opportunity of judging how much improvement pupils were making, this clever teacher held yearly musicales, wherein each pupil had a part. I have never seen a concert more eagerly attended, nor more attentively listened to, than these musicales

where some of the performers had but just reached the tender maturity of six years, and many of the compositions were confined to the use of five notes for each hand. And as an advertisement they were an immense success.

This clever piano teacher had a little knack at composing, and, finding difficulty in obtaining graduated pieces which led the beginner almost imperceptibly past one difficulty to another, she wrote a series which should accomplish this, and in this way increased her little revenue. Ambition still spurred her on, and finding that the theory and history of music widened the pleasures of piano playing, she wrote a series of musical lectures and delivered them with illustrations on the piano. These were intended for older people and became quite a source of income. Still retaining the business idea, this clever young woman found a publisher who put her lectures all together in book form, and this too increased both fame and income.

This imperfect sketch of what one girl did, shows the many ways in which piano players can turn an honest penny, if rightly directed. There is no more pathetic figure in our towns and villages than the half-successful piano

teacher who wanders from house to house, teaching unwilling children or careless and uncomprehending adults. Her semi-indigent condition need not exist if she will stir herself and adopt modern methods. All cannot raise the local standard of pay to three or five dollars a lesson, which is the price obtainable by first-class teachers in large cities; but fifty cents or a dollar a lesson is pay quite too small for a teacher of ability to accept; to take it lowers the public estimation of the value of your services. If you are really competent to teach, and some one else in the town less well equipped charges a smaller sum, that should be no hindrance — your price is in accordance with your abilities.

Half of the teacher's work is to keep her little pupils under control. They are often such as receive no discipline at the hands of their parents, and only interest in the work will keep them attentive.

If hope and ambition did not spur one on, the drudgery of the work would be overpowering. But through and beyond the hours of instruction there shines the light of future possibilities. These relate, half to the joy of musical accomplishment, and half to the prospect of larger pecuniary reward.

Extended musical study is restricted for financial reasons, but there are ways of constant self-improvement, especially for teachers, and more especially for public school teachers. Closely allied to the latter is the position of musical supervisor. The introduction of music into public schools has created this position. A beginner is scarcely eligible because of the lack of experience in matters other than technical. She does not yet know how to control classes of children, nor does she know how to sympathize with the lives of the teachers with whom she is thrown in contact. The best possible preparation is to take a position as public school teacher for a year or even more. The long summer vacation can be given to receiving instruction at a summer school of music, and all spare time spent in improving her work. The requirements for a public school music teacher or supervisor are many, including a knowledge of music in general, a knowledge of voice placing and voice culture in children especially, a knowledge of piano playing, ability to adapt oneself to pupils of any age and to the superintendent and teachers as well.

In private instruction there is a precariousness about the income, pupils may not materi-

alize or bills may not be collectable ; but in school positions the salary is sure, and if your work warrants it, and you improve as you go on, promotion will surely follow.

Here is a little bit of advice given by one who has attained success as a music teacher : "Should you choose this work, all thought of littleness in connection with it must be put out of your mind. That is a warning which you will not need when once in the work, but as you stand on the outside and consider, the thought may come that this continual dealing with children is a small matter and is but a by-path from the great avenue of musical progress. Far from it. It has received and is receiving the attention of the best musical minds of the day, since the musical appreciation of the next generation is greatly in the hands of those who influence the young of the land. If America is to become a great nation artistically, the children must be introduced to the best, and where the private teacher meets one, the supervisor meets a hundred. Your work and the results will be great or trivial as you make them so.

"Another thought. Do not go into this, or any work, with the feeling that it is only a

temporary arrangement. Prepare for it as if it were to be your life work. Bring to it the best there is in you, and should you ever be called upon to lay it aside, you will be the better woman for having done what you could.

“Think it no hardship that you must be one of the laborers, for there is no bane in life so to be avoided as idleness, and no recipe for happiness so sure as a definite aim. So let us congratulate ourselves, you and me, that we have chosen an occupation and a standard of excellence toward which we strive.”

CHAPTER XIX

THE EDITOR

THERE was once a woman who had an editorial position thrown at her unexpectant head like a bolt from a clear sky. She would have given worlds to have had a book at hand wherein she could have sought directions for editorial conduct. Books of reference gave receipts for concocting food, drink, lotions, etc., directions for letter writing and for drawing-room deportment; but where was the volume in which she could find directions for literary procedure or receipts for making the editorial plum-pudding known as a magazine?

With no experience, only a liking for things literary, and a stock of common sense, she plunged into the work, and some of the wisdom she thus acquired is here set down for the benefit of others who may find themselves in a position similar to hers or who are pulling wires to obtain it.

That any one should want immunity from

precariousness of income is patent to most hack writers who are dependent on their fugitive pieces for an income. However much spasmodic joy may accompany the occasional letter of acceptance of manuscripts, the receipt of an occasional check can never equal the tempered but certain pleasure of a regular weekly envelope ; and so the editorial position is looked upon as a desired haven by those who have the serious responsibility of supporting themselves and aiding others.

The first thing that impresses itself upon the consciousness of the tyro editor is the relation between the editor and the proprietor, or publisher. Before initiation into editorial perplexities, it seems as though the editor was a power than which none is higher. The editor's point of view corrects this fallacy. The man who puts up the money is the one who really rules. His opinions, his wishes, his literary tastes, must be consulted by the editor, even as the contributor must defer to the editor. This revelation of the restrictions of the editorial chair ought to soften the antagonistic hearts of certain young contributors who feel that editors all stop their progress to the Temple of Fame. The editor, too, has his limitations.

It is patent even to the dullest that absolute harmony must exist between editor and publisher. As both have views, and these are frequently opposed, tact is an important element, not only in preserving unity, but in bringing about the best result for the periodical in question. The publisher is a man of business, a man of affairs; the editor may be chimerical and is inclined to place art above other considerations. All of one influence might be harmful to the magazine, but the two in harmonious combination bring the best results; therefore, deference to the publisher is not merely subjection of personal prejudices.

I have seen editors—not women, but men—who regard their publishers very much as some shallow-minded wives regard their husbands, merely as the holders of a large purse from which money is to be obtained, as far as possible through demanding, and after a reasonable limit is reached, through strategy and wheedling. I have also seen such editors wreck much of their publisher's capital. The dominating idea concerning the expenses of the magazine should always be that it is another's money, not one's own, that is being spent. Any one with a conscience worth mentioning

will be careful in expenditure, with this thought in mind. "Would I pursue this policy; would I accept these drawings, if my own capital were at stake?" is the crucial question to ask in all transactions. The editor who proceeds on these principles rarely has the outlay questioned by the publisher.

Frequent conference with the publisher is necessary for the good of all concerned. The publisher will sometimes make criticisms irritating to one who has high ideals of literature and art, and perhaps the editor may feel a momentary flash of contempt for one who displays ignorance of these matters; but they are trifling, and time and tact correct them. If the publisher's country cousin writes that the fashions portrayed in your magazine are such as she saw in the local papers six months ago, or the publisher's maiden aunt complains against certain sentiments editorially expressed, these things must merely be taken as some of the pin-pricks of life, to be met with tact and suavity. A publisher's ideas, and, indeed, the ideas of any reader, are worth listening to because the object of the magazine is to please; if it fails to please, it fails altogether. "It is of our faults that I wish to hear," said a noted

editor; "I myself appreciate the good points in our magazine, but I want to know its weak places."

Next to the relations with the publisher come the relations of the editor to the public. This involves the entire policy of the magazine. Perhaps in taking an editorial chair that policy is already as permanent a fixture as the very name of the publication, in which case the new occupant must compress her individuality into the lines of the old mould, but even then, her originality may be of great value in improving certain features or in introducing new ones. Frequently an editorial change is made, however, for the mere purpose of putting new blood into the publication. When this is the case, the editor has more power and a large field for expressing individuality.

The first preparation for making a successful periodical is to study the public as a whole, and individuals of as many kinds and classes as can possibly be reached. It goes without saying that no one magazine, unless it be "as large as a church door" could be of sufficient size to interest all mankind. Therefore the policy of a magazine is really a selection of the kind of audience it wishes to please and a cater-

ing to their needs. Perhaps instead of needs I should say requirements ; for, as a rule, people would rather be confirmed in their own opinions than to have others more advanced thrust upon them.

As advertisers throw bait to the public to test the efficacy of an advertisement, so the editor must proceed with his constituents. The most serious indication of whether or not he is touching the heart of his public is the subscription list. It is all very well when approval is indicated, but it is serious almost beyond repair when lessening sales and subscriptions indicate a mistake. Therefore little feelers must constantly be put out to determine the temper of that public whose approval is sought. What these feelers may be, is determined largely by the character of the periodical. They may be a competitive prize department, a soliciting of correspondence on various matters, or some other means of bringing readers into closer touch with the magazine. If possible, a reader should be made to feel that in subscribing a club has been joined, and admission gained to all sorts of precious little privileges. Happy the editor who can bring about this feeling of intimacy with subscribers, for it

means success to the paper and the pleasantest possible relation between herself and the power above her. The public is fickle, competition is the goad of the day, and unless the editor is alive to all progress and all varieties of interest, the periodical under her care will soon be rejected in favor of those which offer greater novelties.

The attitude of the editor to the contributors is the third important relation. All editors write, or have written; therefore little excuse exists for any of them to become tactless, hard, or insolent when the editorial chair is gained. Artists and authors are usually persons of extreme sensitiveness. Their work is not only the work of hand and brain, but is somehow constructed of the very fibres of the heart; therefore a rejection is equal to a personal rebuff. Of course it is the business of contributors not to mind these rebuffs, to take them as a matter of course, yet they rarely accustom themselves either to inhospitality or criticism. When you are in the editorial chair, look back along the months or years of your novitiate as hack writer, if you wish the clew to proper treatment of those who perhaps annoy you with pertinacity and a childlike innocence of the

value of time. You can readily remember that time when, after an hour of anxious waiting, you were admitted to the presence of the august person who held your literary fate in his hands. You can easily recall the non-committal way in which he received your trembling speech, the indifference with which he tossed your precious envelope into a large basket filled with similar envelopes, and the cruelty with which he turned back to his work while cutting you by his exclamation of, "I never read these things myself; they will go to my assistant." But you also remember other experiences, when men who were really great received you kindly and listened courteously to your immature and worthless suggestions; and the memory of these should make you at all times patient and well disposed to those who come to you in your altered position.

So far we have only been considering generalities. Now let us look into magazine making as though following a regular receipt, for system is a vital necessity. At the very beginning, make a paper dummy of the next issue of the magazine, which will serve you as an architect's drawings serve the builder. Map out each page from first to last, numbering

them and marking the pages which will be made up face to face. Jot down on each page the matter that will probably fill it. This will put your future thought in material form, something tangible that you can refer to until the magazine actually exists. As each article is received and sent to the composing room, write down its title and author on the page it is intended to occupy, treating drawings the same way; thus you will have your material apportioned and arranged from the very start. When proof is returned to you, read it at once, and hang it on various hooks which are labelled according to the class of matter they contain.

When make-up day comes, your long strips of galley proof and the proofs of cuts will be at hand properly assorted. Your working plans are at hand, and you can proceed to carry them out. In making up, first paste on the dummy page the proofs of cuts, then arrange the text around these, making careful calculation for space and "justification." This part of the work carries one back to childhood's days, when making scrap-books was an infantile delight. Articles rarely fit to a line, so there will be judicious cutting to be done or spaces to be filled. For this latter work there should

be copy on hand, and one or two galleys of space fillers of varying length, the latter appropriate to any time or season.

Pages containing advertisements will always be a source of annoyance to the editor. The advertisement is an absolute master. Unfortunately it frequently cripples the independence of the publication, for sentiments must not be expressed that are not approved by the advertiser. But more than this, the appearance of pages may be interfered with, and a pet drawing or article must, if demanded, be thrown out at the last moment to make place for some obtrusive advertisement, and the editor has to be misrepresented as a person of little taste.

Before sending drawings to the plate maker "legends" must be given them and their size carefully apportioned. If these details, which seem trifling, are forgotten, there is a peremptory call for the editor, and only half concealed disapproval of her remissness among the underlings. The working plans of the magazine keep the editor from forgetting any of her own details and form an important item in the system by which all is regulated. Schedules of magazines are made up for several coming

issues, and on these are written plans for the future and minutes made of the time when accepted articles will be used. The editor who pursues this simple system can never be caught in a bad predicament by illness or other hampering catastrophe; the future will always be provided for, and the great jaws of the press will always have food for their inexhaustible appetite. From these schedules the index can be made up even before page proofs are returned to the editor. If articles are ordered far ahead, it is well to make notes of them in a book kept for the purpose. The editorial life being one of enormous detail, memory refuses to carry the entire load unassisted.

Manuscript reading is a department on which a word must be said. It is seldom that this can be delegated to an assistant. One of the foremost among editors in discussing this matter admitted that the first reading of manuscript was always done by himself; it was only the second reading that he passed into other hands. Much handling of manuscript makes one keen as to its virtues. A page or two carefully read and a mere sniff at all the rest will reveal whether the manuscript is or is not worthy of serious consideration. If the office supports

a registry clerk, each manuscript is opened, numbered, entered in a book and put into an envelope with corresponding number and date of reception. If the magazine is a small one and not deluged with an enormous amount of material, this record may be omitted, provided the editor never permits manuscripts to accumulate unread. If considered within a day or two after receipt, they may be passed to helping hands and never become a burden to the editor, but if, through dread or procrastination, they accumulate in large numbers, the pile becomes a nightmare.

The mechanical part of a magazine will probably be unknown ground to the editor who is just beginning. In a general way you have known of a composing room and of typesetters who kill your choicest thoughts by substituting for your careful words those which are ridiculously like in sound but foreign in meaning. But now, if you are wise, you will make friends with the foreman of the composing room. He is always an intelligent man, quite different from the ordinary mechanic, for his business is letters, and if not belles-lettres, at least closely allied thereto. Confess ignorance to him at once, and ask to be initiated into all the me-

chanical mysteries of the craft of which he is master. You cannot fail to be interested, and more than that, you will not thereafter ask for the impossible. You will understand mechanical obstacles to your own plans, and will know when a thing is impracticable or when it merely involves a lot of extra labor. The foreman will constantly ask you to do or not to do certain things, and you must know just how far to comply without injuring the artistic effect of your editorial work.

Here are some of the editor's trials, the woman editor's at least. They are not severe, and the mind that is humorously inclined can sometimes find a place to laugh among them. The most serious is that she can rarely get away from her business—not in the matter of office hours, for these are often extremely easy; but in the matter of thought. The world of the present, that palpitates, lives, loves, and suffers, is at once her master and her source of inspiration, and from its business aspect she can never escape. When she is not planning ways to please it, and watching for indications of its tastes and desires that she may editorially meet them, she is studying it as "material"; and so she never ceases to be

other than an editor with a finger on the public pulse. "All sorts and conditions of men," she says to herself, for of these is the world composed, and so even her recreations must be studied as experiences for the better understanding of mankind. A visit in the country means to get a smattering of bird talk, and knowledge of plants, and insects, an idea of how many people follow the natural history fad, and more than all, some knowledge of the real interests of the permanent dwellers where these things are found. Not altogether a relaxation, that sort of visit. A sally into the livelier walks of society is not an easy and fastidious pleasing of self, but a wise analysis of everything, from the parasite methods of society's pensioners to the composition of the latest flat. It opens the eyes, to be sure, and widens the horizon, but with equal efficiency it takes off the froth of diversion.

Another little trial of the tyro editor is the manuscripts of friends. These are submitted, not in shoals perhaps, but with such pretty delicacy that one is actually ashamed not to take the ill-formed and often vapid things. If your paper is a strictly scientific one, these manuscripts will be dainty pieces of sentimen-

talities; and if it aims at supplying literature for immature youths, the friends' manuscripts will drip with miners' swear-words or deal with questionable incidents. And sometimes — these are the times when a return hurts the editor least — they are muddy with many thumb-marks. It is rarely hard to send back a manuscript which has long had a habit of flying home. Strangely enough, the tyro editor feels it a thrust at her dignity when an elderly manuscript is sent by a coaxing friend. What shall be done with these manuscripts which ask for publication on the plea of friendship, not of intrinsic worth? There is but one answer. The money the editor spends for the magazine is not her own, therefore it is impossible to expend it for a salve to save a threatened friendship. And so the editor's trial is that she must send back the feeble or inappropriate stuff with the best letter she knows how to write, she whose business is juggling with words.

But sometimes the aspiring friend is not sensitive and humble; she may be insistent and assured. Oh, then it is that indignation comes to the rescue and lessens the trial. Again, there are the artists and writers, who, through very pity of them, give constant heartache to

the editor. There are the poor starvelings who never seem to write in just the required style, whose thoughts lack force, whose invention is feeble, but who, like all of us, need three meals a day, and yet, alas, must make these scant. These pitiful people, brave and proud, perhaps are not the trials of the editor, but are her chastening rod to keep her ever tender toward struggling humanity. Even here, however, she must perforce remember that the silently eloquent plea of this class must be resisted unless the wares they bring are worthy—for again it is the publisher's money, and the editor is only the keeper of another's purse.

There are other trials, too, to review, not for the sake of exploiting editors' woes, but for the further preparation of the aspirant; and the chiefest of these is the absolutely monopolizing way in which the magazine claims all one's time. Never yet did writer write who had not the ambition of ultimately winning a place in the great magazines and of giving to the world a moderately successful book. What becomes of these plans when editorial work is begun! Alas, they stay to tantalize and rebuke, but rarely to materialize. They are

nursed like hopes of heaven, like dreams of ideal love, only to starve in the crowded dark corner into which the pressing and insistent duties of the moment have shoved them. Unless you have an exceptionally easy position or your strength is sufficient to outlast your working hours, the epic and the book are never aught but dream children.

After this pessimistic view of editorial trials, what may be said of editorial joys? Enough to weary all save those who experience them. As this book is written from the wage-earner's point of view, it is only right to speak first of the joys of remuneration. The delights of a steady salary of good proportions appeal eloquently to the self-supporting. The practical, who wish figures, may calculate on fifteen hundred dollars a year as the minimum salary, and look to five thousand as the highest probable goal. Apart from remuneration is the joy of the work itself. It is the delight of a creator, the sober joy of power. You can hold your first magazine in your hand and turn its ink-moist pages with a touch as tender as a caress to a child. Out of mere floating ideas and sheets of scribbled paper you have caused this real and consistent shape. And more than that,

the influence of your work will be felt by thousands, who will laugh over it, perhaps weep over it, and who will see through it the throbbing human heart that is the evidence of the brotherhood of man.

CHAPTER XX

ADVERTISING

A WOMAN once set out to determine what sort of labor and what amount of pay were attached to the business of advertising. It was not clear in her mind why women should not take up the business as well as men, in a smaller way, perhaps, as their timidity prompts. "What is the first requisite?" she asked.

"Well, most of the advertising men I have known," responded the individual questioned, in a ruminative sort of way, "have been prodigious liars, and have a superstition that business depends upon their ability to exaggerate." He did have the grace to add, however, that the really truthful advertising men were the highest in position and occupied places of considerable dignity; so those of us who contemplate taking up the business need not, after all, say good-by to the pure cheery-tree quality of truth.

The next thing the investigating woman

found out about advertising was that it is a fascinating pursuit, and sometimes a precarious one. The ordinary reader on picking up a newspaper reads the news and special articles with the feeling that the paper is printed for the purpose of publishing such reading matter. But the advertising agent takes up a paper with a different view. The advertisements constitute his real paper, and excite a lively interest in the minds of people in his business. The columns of news and comment are passed by and the "ads." only are read, with a view to seeing what bargains Boggs offers or what display heads Biggs employs or how much space Baggs has bought. "I spend far more time over the advertisement pages of the magazine than over the literary part," says a woman who holds a position as advertising clerk: and yet she is a college woman. But the fascination of the business has seized her and she is interested heart and soul.

Surface cars seem to travellers mere conveyances; to the advertising agent they are vehicles of display, where their brightest and most catching designs are placed before buyers for many reflective minutes. Board fences seem to the uninitiated to be protective lines of

division between properties, but every traveller knows to what advertising uses they are put, and that miles of them are erected on barren ground for the sole purpose of being painted with recommendations of tradesmen and patent medicines. And so we find that there is another world we had not knowledge of before, the world of advertising, whose golden word is ingenuity.

Another thing found on investigation is that there are several kinds of advertising open to women. One of these is the position of advertising clerk, and her class of work varies according to the business of the firm employing the clerk. There is something irresistibly appealing about the steady salary that comes weekly or monthly, and this is one of the strong reasons for taking the position of clerk. But it is not enough to make yourself willing to accept the place, there must be some sort of training in clerical and business matters.

The position of advertising manager in a department store is eminently desirable and absorbingly interesting. The work is such as keeps the mind alert and the instincts keen. All we see of it is the outward signs in the newspaper advertising columns, but those repre-

sent an immense amount of work within the store. The agent must know what to advertise. She is in frequent consultation with heads of the firm, and every day talks with the heads of stock and salespeople. Thus she learns what features to bring out and place before the buying public. Down in the packing rooms a lot of cases have arrived, and the workmen have knocked off the covers and exposed dress goods just from the manufacturer, or silks in a box labelled "From Lyons." These things are the foundation for the announcements in the next day's paper, when shoppers can read that "the first importation of summer silks are offered to early buyers," and that the house "is prepared to show exclusive novelties in dress goods."

It may be that a certain stock of goods fails to tempt the public as the buyer had expected, and the house is in danger of having these things left on its hands. The advertising clerk gains this information from a close observation of stock and from conferences with those whose business it is to sell. When the unpleasant fact greets her, she saves the house from a loss by a skilful advertisement which piques curiosity, stimulates desire, and offers

the suggestion of a bargain. Such an advertisement as that is worth much to the firm, and the woman who can compose it deserves her position.

As the shopping public insatiably cry for bargains, the advertiser has ever in mind this trait, and provides the depraved appetite with tidbits. Stock in every department is carefully looked over, and the clever advertiser offers bargains while they are such, offers goods which are still the mode for a reduction rather than to hold them at a high price until they can only be sold at a heavy loss, if sold at all. Thus we see on what foundation advertisements are built.

Having collected the material about which to speak, there is the writing of the advertisement. This seems simple because it is not literature ; indeed, we are apt to fancy it bears the same relation to literature that sign-painting does to competing for a *medaille d'honneur* at the Paris Salon. But it is not so easy after all, when one studies the conditions. First, the matter of space is to be considered, for space is golden. Then another essential is that the advertisement shall present a tasteful, pleasing appearance, and this must often be

done without drawings, by a mere arrangement of type, large and small, and a use of open space which seems prodigal when we remember that some periodicals ask as high as several dollars a line.

It takes ingenuity, patience, and experience to make up good advertisements that shall attract the eye and please the taste when thrown into juxtaposition with columns of others.

"I do not see," says a woman in this business, "why the same good taste that prompts a woman to dress herself well and to arrange her home prettily, should not lead her to compose attractive advertisements." Perhaps it does, for women do good work in this modest art.

Besides beauty, the advertisement must possess the qualities of conspicuousness. Something to catch the eye, is the watchword of its composer; for what use to offer attractions if the word is never read? Too modest flowers blush unseen in other places than deserts. If drawings or cuts are allowed, then of course conspicuousness is an easy matter. Many illustrators of talent who need to turn an honest penny to boil the pot, are willing to do

capital work of this sort, for advertisements in newspapers and magazines, as well as for display placards.

The advertising for department stores is an affair of daily composition, therefore the advertising clerk is in close touch with the newspaper offices. Proof of the advertisement is submitted by the newspaper, and this is as carefully corrected as though it were a story by Kipling, and as critically rearranged as are the pages of a great magazine. If in the proof spaces are not well balanced, text is too light, or display heads too small, there are ruthless changes suggested by the pencil of the woman who answers to the employers for the efficacy of the production. Sometimes it is even necessary to go to the composing rooms of the paper to make corrections when time is scarce. If an advertisement is to be repeated in several papers, it is first given to one alone. When it has been correctly set up, proofs are struck off and sent to the other papers to copy, thus simplifying the work of the advertising manager. Each newspaper has its agents who are ready and willing to save all the trouble possible, and these arrange the rates. But if there is to be

an uncommonly large amount of advertising done, special reductions are obtainable by applying at headquarters.

Besides the men from the newspapers, there are countless other agents whom the advertising manager of the big department store has to see. There are people with "ideas," people with space to sell in periodicals, those who wish to get up leaflets, pamphlets, etc. These various propositions are all examined and weighed and their efficacy calculated, and sound judgment is all that keeps the advertising manager from venturing mistakenly.

How to know what amount of custom is brought to a house by advertisements is an interesting and important part of the work. If the advertiser is wasting her employer's money in unproductive advertisements, she loses her value, and presently her position. This is where ingenuity assists, and various sorts of feelers are sent out, known as "key ads." For example, in the case of a department store, country papers are solicitous of securing the advertisements. If they do secure them, this is the way the efficacy of such advertisements are tested. A special bargain is offered in that paper only, and is not displayed

on the counters. If a number of the customers go to the department and ask for the advertised goods at the figure mentioned, it is at once proved that the right audience is reached. If nothing comes of it, money would be wasted in continuing to patronize that paper.

The testing of mail order advertisements is a little simpler, and the direct effect is easier to trace. For example, an article is advertised in several places at once, each mentioning a different price for the same. Naturally, when the orders come in the price mentioned in the order gives the key to which paper is responsible for it. If a book is advertised at ninety cents in the *Evening Constellation* and at ninety-three cents in the *Monthly Moon*, it does not take much intelligence to trace the cause of orders mentioning ninety cents as the price.

The advertising manager of a shop buys space in publications in which he may tell of the wares for sale. The advertising manager of a magazine or newspaper is in an exactly opposite position, having space to sell instead of to buy. As a rule this position is occupied by a man, although there seems to be no reason why a woman should be debarred if she could

fill the requirements of such a responsible position. It is in the advertisements of a publication that the profit lies. It is said that the mere paper on which a bulky Sunday newspaper is printed costs as much as the five cents that the public pays for the same with every corner filled with texts and cuts. What then pays the contributors and mechanics? The advertisements. Looking at it in one way, some publications are merely advertising issues and the text is only valuable as it secures readers of the advertisements.

If the position of head of the advertising department of a publication be too heavy a one for a woman, there are lesser places as assistants. Bright ideas are needed as baits to secure advertisers, and these come readily to a quick-witted woman. Besides this she can do soliciting. This work is done on a percentage, and women follow it successfully.

The work involves visiting offices. Each large advertiser has his advertising clerk or agent, whose business it is to deal with solicitors. Most of these agents are men, and not all of them are pleasant to meet. The solicitor is sometimes received courteously, but it is usually with an annoyed air of, "Well, what

do you want?" The caller explains, and the agent repulses. Then he has to be won. That is where the extreme unpleasantness exists. A woman's instinct is to fly on being repulsed, but here she must harden herself to it, must stay where she is not wanted, and all the while maintain an air of cheerful composure and cordiality. Perhaps the man is persuaded by the uncommon advantages being offered him, and perhaps, alas, because it is a woman who is persuading. All this shows that she who undertakes this work must have a love of business, must not be thin-skinned, and must not be under thirty.

The compensation for this sort of work is fairly high. Just what can be earned a year is an indeterminable quantity, partly because of conditions which vary in every case, and partly for the disturbing reason mentioned at the beginning of this chapter, which has to do with veracity. A very capable woman, one having all the qualities mentioned above, gives her earnings as four and five thousand dollars a year, but eighteen hundred or two thousand is a better amount to have in mind, as the first mentioned is a little Utopian. The various publications allow different rates to solicitors,

some ten per cent and others, as high as twenty-five. But it is safe to infer that the high rate is only paid by publications in which advertisers are shy of buying space. While on the subject of pay, it should be mentioned that the salary of the manager of large department store advertising is entirely at the option of each house, but the salaries paid to women when they hold such positions is from fifteen hundred to two thousand dollars a year, with prospects of advance in special cases. It is these attractive scales of remuneration that turn women's eyes toward advertising. But the better paid the position, in this as in other departments, the greater the jealous dislike with which competing men look upon woman's entrance into fields which they had considered their own.

There are men who conduct large advertising business on general lines. These men take hold of a new thing to be placed upon the market, and expend as they think wise the money apportioned for it by its owner. Some goes into the columns of magazines, some into placards, some is used for putting posters and paintings on fences, some for circulars. This business is one of immense detail, and requires

the assistance of all sorts of brains. It is to such a market as this that the woman who is prolific in ideas can bring them to sell. She can offer drawings, verses, catchwords, and all sorts of eye-attracting devices for sale, exercising due caution, however, for ideas are more easily stolen than anything else,—not that it is done intentionally, but absorbed ideas have a strange way of appearing subsequently as an original thought of the adopter.

Sometimes large firms will buy ideas direct from the originator without dealing through the advertising concern, and a bright designer thus finds a market for her wares. But the ideal is the salaried position. The precariousness of soliciting, and of selling ideas and drawings, creates anxiety, besides which the contact with the world is both difficult and hardening.

The critical may say that the weight of my testimony is against the adoption of advertising for an employment, and therefore consideration should not be given it; but the answer to that is the comparatively large wage which it offers, and which compensates for the disagreeables. Besides which, any woman properly equipped can find a happy harbor in the pro-

tected position of advertising clerk in a large firm, where she is sued, not suing, where the position of the house reflects dignity upon her, and where she obtains such recompense as enables her, and perhaps some other, to live in a comfortable home.

CHAPTER XXI

IN THE FIELDS OF PHILANTHROPIC ENDEAVOR

No one fancies for one moment that she is blind in her progress through the world, yet occasionally the Bible phrase "Eyes have they, but they see not" comes with forcible personal application. This is when our modern vision lights on a gate unseen before, one that leads beyond the high walls which separate past endeavor from fields and gardens unguessed. Let us who are trying to view in perspective and in particular all possible fields of labor, throw open the gate leading to charitable or philanthropic fields and see what offers.

Much is there, but even as a painter can only be made from one with a painter's gift, so workers in these fields must have a talent for the work. But this talent differs from others in that it is not of necessity a gift of the gods, but comes from personal growth and effort. None but those inspired by love of humanity should attempt the labor of comforting and al-

leviating those whose lives require help. To some of us the mere fact that people are living in adverse conditions is an appeal to the heart ; others shrink in disgust and impatience from contemplating those conditions. Those who take up work among the poor and suffering must leave behind most of the niceties of civilization. The people they meet have hearts and souls ; they will even have their ambitions, encrusted, it is true, with reticence, hardness, and vulgarity ; but where can one find a more impenetrable crust than that worn by the people one meets in drawing-room contact ?

It seems easy to put all of the poor into one category, speaking of them loosely as a class ; it remains for the worker among them to know the impossibility of just classification, for each individual seems to represent a grade or a condition. Those who know only vaguely of the so-called Ghetto in our large cities, fancy each inhabitant therein cut by the same pattern, pursuing the same course of action, animated by the same motives. The joy of working among them is in discovering the individuality of each character, the nobility of some, the ambitions of others, and the kindness of almost all. In the poor quarters you learn to value human souls as

you never did before, for soul is the only thing that counts, and is the one thing you endeavor to reach. Happiness through externals is impossible to those whom destiny has so unfortunately placed, therefore the longing comes to show them all the only way to real happiness, the way which is open to all alike, rich or poor, high or lowly. A deep and true patriotism grows in the heart of the teacher and is a further incentive to labor. Class hatred is at the bottom of progress, and causes political problems hard to meet when they take the form of active socialism. Workers among the poor do more to keep the country from this form of moral disease than all the legislation in all the cities. If, after reading thus far, what I have said has failed to touch any sympathetic chord, read no further, but rest assured that the occupations which I will particularize later are not for your energies to develop.

It is in cities mainly that positions for philanthropic work can be procured, but this condition is changing because the times are changing, and "Lend a hand" is the spirit of the day everywhere.

When Arnold Toynbee went into the East End of London to study social problems where

they are bred, he could have had no idea of the endurance of his methods. He established nothing, founded nothing, but put into practice the idea of living among the poor, and teaching them by his own life how they might more happily live their own. To emulate him the first settlement house was founded, but not until after his death. About ten years ago the first social settlement was started in America. For several years it was the only one, but as brotherly love grew, the idea was more and more generally adopted, and now the social settlement is to be found in every city of considerable size. Like charity, "It blesses him who gives and him who takes." It not only teaches the poor how to beautify their sordid lives, but shows the rich how to give purpose to their sometimes futile ones.

Workers in settlements are always in demand. There is first the resident worker who deliberately leaves her home and most of its connections and lives in the settlement house. When Richard Harding Davis first began to send his high-born heroines into the lower East Side of New York to live at the settlement houses, he gave undue emphasis to the enormity of the sacrifice and the squalor of the

new surroundings. The neighborhood of these houses no one can defend, for by deliberate intent they are located in the worst districts, but the houses themselves are like roses in the wilderness. There is always a tasteful, cheerful sitting room, a dining room, somewhat æsthetic, but never likely to offend even the most delicate taste ; and the bedrooms of the resident workers are just what they choose to make them, and, as a rule, they are filled with all the pretty souvenirs, photographs, and personal belongings that are present in the apartments of any woman of heart and refinement. So on the score of immediate environment the prospective worker need have no qualms.

Her contact with squalor is, however, a real and constant thing, for if the people whom she has elected to help were cultivated, refined, and highly moral, there would be no need for her presence among them. She will find immorality, dirt, disease, unthrift, and all the faults that produce poverty and misery. But more than this, she will find something which perhaps she has not thought to find, and that is, that among her humble associates she will often meet one who is her superior in some particular direction ; therefore, it behooves her

to be modest, and above all, she will need to exercise great care lest she appear to patronize. There is something about the air of America, even when it is breathed by the newly arrived European peasant, which contributes to independence and a certain garbled interpretation of the country's maxim that all men are born equal; therefore, to succeed even with the humblest, there must be no implication of superiority, besides which, as I said before, the worker frequently comes upon those who have superior qualities of mind or character. Tact is considered a vital requisite in the drawing-room; it is even more necessary in city missionary work, lest the worker's own ends be defeated.

Visiting among the poor of the neighborhood is a large part of settlement work, but it is quite as difficult to become a welcome visitor among those people as it is to enlarge one's visiting list in the fashionable quarters of the town. Forcing one's self upon the people of the neighborhood is regarded by them as an interference. Acquaintances must be made through natural channels, and the etiquette of the neighborhood observed. One who thrusts herself unIntroduced and unannounced upon a

household, and whose manner seems to say, "I have come here to reform your ways," receives no more cordial welcome among the poor and oppressed than she would in fashionable homes, and so it behooves her to be humble and tactful.

Those who have given the closest attention to improving the condition of the poor, and to amalgamating the enormous number of foreigners that Europe annually pours into America, have concluded that improvement must come through the children. This gives added importance to work among the little folks. Labor in that direction is not only to make the life of the child sweet, and to fill it with the joys belonging to infancy, but its deeper intent is to benefit future generations and in this way help, not only individuals, but the entire country. It is through the children that introduction is most often given to the people whom it is desirable to help. If the little ones are brought into the settlement house to attend the kindergarten, and to play in the garden of delights into which its back yard has been transformed, then it is not long before their mothers are introduced. Perhaps love for the child brings them, or perhaps the lesser motive of curiosity, but in one way and

another they appear, and the worker then has the beginning of an acquaintance which she soon has the right to pursue. Then gradually the acquaintance deepens; affairs of the family are not hidden from one who shows so much kindly interest, and at last a friendship is formed which is not always one-sided.

Almost before she knows it the worker is as vitally interested in the sordid and tragic affairs of the little family as she has ever been in any human affairs. All at once she realizes how much she has to give. First of all, she has a moral code full of niceties which they have never been taught; she has the knowledge of how to make home comfortable that has a practical value even in these poor surroundings; and her smattering of domestic science assists in making the coarse food palatable.

Almost every family she knows has its tragedy, for what family has not? The worker among the poor can experience the delight of setting many things straight by her own hand, for their problems are so often those of ignorance. The idea of personal sacrifice has by this time entirely disappeared, or, if remembered, is only recalled with mortification. Voices and

speech that seemed coarse and vulgar are better understood; sights and odors that offended are looked upon only as faults to vanquish. The old life is looked back upon as one colorless and vapid in comparison with the present days, filled with the joy of alleviation.

What fitting is required for this work? Practically none, except the requirements first mentioned. A college course or a course in sociology is an assistance in some ways, but a heart for the work is the only absolute requisite. The reward? In one way it is only sufficient for a meagre self-support, in another way it is riches untold. It is almost always true that when labor brings its own reward in the mere joy of doing, the pecuniary compensation is small, but according to the law of equalization that is only fair.

A philanthropic institution where there is a place for a woman of devotion and ability is the day nursery, a place where working women may bring their young children to be cared for while they are at work. I have in mind several women occupying positions as resident matrons in day nurseries, whose devoted lives are an example. One woman whose days are filled with good works has held the position

for several years and has reared and educated two sons while engaged in her philanthropic work. She lives at the nursery, which is the only home she has known for years. Her day begins early, for the women who leave their little charges in her care must be at their work at eight o'clock. An avalanche of babies and young children descends upon her, and her day is devoted to their care and attention. All are made clean and are well fed, but the older ones are taught everything that it is possible to inculcate in minds so young concerning moral cleanliness, and all the little graces that will show them how to make life happy.

When night comes the mothers reappear and perhaps have time to linger and tell the nursery matron some of the affairs of their difficult lives. This is where her real work comes in, among the mothers. There is sometimes terrible distress at home which needs instant relief. Sometimes there is illness and sometimes there is lack of work. It occasionally happens that a woman brings a child in a semi-starving condition, and, on inquiry will confess to having no work. It is against the rules to receive the children of those who are idle,

presuming the mothers then have time to look after the child themselves. But this is where the matron finds best opportunity for good. The woman who brings the child is sometimes pushed to it by desperation, having no food at home, and feeling that here her child will be cared for. A frank confession is made, the matron often finding work for such unfortunates and having the joy of seeing the suffering family restored to comfort.

The small hospital in towns is becoming almost a necessity, and each one gives opportunity for some woman as resident matron. She need not be a trained nurse, for nursing is not one of her duties. Although the hospital committees may include one on housekeeping and supplies, the matron is practically the housekeeper and manager of the institution, which of course is not run on the hard and fast principles of the large city hospital. The housekeeping and managing of housekeeping expenses are in her hands, and also the dismissing or engaging of nurses if the hospital is too small to support a head nurse. But apart from this is the work she takes upon herself according to her fitness for her position — the humane and womanly work of ministering

unofficially to all who are within the institution of which she is head, whether it be patients, nurses, or employees. A large field for her endeavors lies outside of the hospital altogether, among those families who have important members in the hospital. To do this unaided is impossible in addition to other duties, but there are always benevolent ladies in the town who only need to have their interest aroused, and this interest the matron of the hospital is glad to create. It is impossible to mention the salary given to women in this position, because it varies in each case. Sometimes the matron contracts to feed all patients and employees for a given sum and relies for her profit on what she can save from the contract price.

As philanthropy extends, it picks up new subjects, and the model tenement is one of the attempts at improving the condition of the poor. As one want is gratified, another is created, and the model tenement having been built, it requires a special and improved kind of agent to manage it. It has been found that the persons best fitted for this work are women; not any hap-hazard woman who is out of employment and looking for an income, but one

who is genuinely interested in the poor and their problems. The model tenement is a building which flouts disease and shames dirt by its sanitary construction and a liberal introduction of light into even its innermost recesses. Its halls are clean, its staircases fireproof, its plumbing perfect. There are courtyards and roof-gardens, store rooms and laundries—in fact, everything to improve the domestic condition of the poor. To examine such a building is almost an inspiration. It scarcely seems as though people could lead a squalid or criminal life in such a place. In return for all the advantages offered, the tenants must comply, however, with certain rules. Their behavior is under a gentle but not an impertinent surveillance by the manager, who has the power to evict any who are disorderly or who are guilty of drunkenness. But apart from looking after the interest of the individual or of the company who own the building, is the large consideration of benefit to the tenants. Like all of the very poor, their lives are full of problems adjustable by the hand of intelligence, and the manager finds a large field for philanthropic work, albeit she must preserve a certain severity in business dealings. There

is in Boston a school for the education of women who wish to undertake this business. Its teachings are mainly on the lines of sociology, but this technical knowledge is not necessary if one has a clear brain and a true heart.

It seems as though society had been a long time in finding out that the most efficient helper a clergyman can have in his pastoral work is a woman. The old-fashioned idea which many of us have seen in unsuccessful operation in many small towns, is that on the minister's wife devolves the duties of lay assistant. This has always made the position of minister's wife one that any girl might hesitate to accept. It is complicated enough to please a husband in every way, but to bind one's self to please every member of a congregation as well, is a task greater than many women have been able to accomplish. The mere act of marriage does not always make a missionary of a woman, and so we often see a shallow though amiable woman martyring herself at sewing-circles and visiting among the poor, who only repel her with their shiftlessness and squalor.

The work of alleviating human distress is a sacred one, only possible to those whom nature and experience have fitted for it. Modern

society, realizing this, is taking the work from the sometimes unwilling shoulders of the pastor's wife and giving it into the eager hands of those who find in this occupation their deepest joy. Work among the poor or the otherwise distressed of the pastor's flock is better done by woman than by the pastor himself. She can enter more easily into the chamber of sickness and more easily becomes the confidante of suffering women. There are many things told to the minister from an idea that he ought to know them, but they are told to his lay worker as naturally as a child confides in its mother, for many trials which come to women are only appreciable by other women. The Methodist church has established a training-school for deaconesses, and to these women is given much of the pastoral work in that church. The Episcopal church also has its training-school for deaconesses; if any objection can be made to the latter school, it is because its members very nearly approach a sisterhood consecrated by vows. Celibacy is not openly mentioned as one of the absolute requirements, but it is almost implied. The deaconess who is "set apart"—to use their own phrase—is not expected ever to depart from the deaconess' life.

She makes her home at the deaconess' house ; she is not as secluded as a nun, because she is permitted to visit among her friends in the world and to receive them as visitors, but "setting apart" is a religious ceremony performed by the bishop, and is considered almost equal to the better-known service of taking the veil. The deaconess' work is self-abnegating, and the life led is holy and beautiful in every way. Deaconesses sent away from large cities take positions as helpers in parishes where they are demanded. The demand is very much larger than the supply and is constantly increasing. Clergymen from all over the country, especially in the far West, are making requests for deaconesses as assistants. The salary paid is small, not more than four hundred dollars a year, but sometimes board is given in addition to this. The course of preparation extends over two years, and embraces theology, study of hygiene, the Old and New Testaments, and liturgics. In fact, when a woman graduates from this course she is half fitted for both lay preacher and trained nurse.

CHAPTER XXII

MISCELLANEOUS

DANCING LESSONS

As long ago as 1840, when Ferraro was the fashionable dancing-master of New York, he had as assistant his graceful wife, who, with her slim ankles exposed to the interested gaze of the pupils, instructed the gilded youth of the day to dance. In these latter days we hear of women who make dancing a means of earning money, if not enough for actual support, at least a sum which ekes out a small income. And so the teaching of dancing must be counted as one of the employments open to women.

We can all remember away back in childhood's days the delights of dancing school, which was like a weekly or semi-weekly levee, to which we flitted gayly in party attire. There was no ice-cream, to be sure, that necessity of a true party, but there was music, space, and partners of all kinds. There were big boys who brought candies in their pockets to be

passed surreptitiously between dances; there were boys so awkward that laughter rippled frankly through the class at their elephantine efforts to accomplish waltz steps; and there were girls who nimbly outstripped the others in ease and natural grace; and, wonder of wonders, a black-eyed sprite, who could step lightly on the tips of her toes like a *première danseuse*. And there was the teacher, a man whose ridicule was dreaded more than a scourge, whose smile came rarely, whose eyes were everywhere, and whose commendation was more valued than that of princes. Rapid beatings of little hearts there were when he picked out his partner for a brief turn around the room. The feet of the little partner, in answer to the fearful heart, became for an anguished moment uncontrollable and stumbled recklessly. Then, in the firm hold of the master, accord was established, rhythm began, and on a sea of music the little dancer sped and floated. Remember those days, you who take upon yourselves to teach the eager young feet, and it will help you to make your class successful.

The necessary stock in trade of the dancing-teacher is a good-sized room and a piano. If there is a room at her disposal which is not

connected with the disagreeable subject of rent, the teacher who is just beginning should, of course, fit her needs to its possibilities. A bare waxed floor is of course the proper thing, but if you can have without extra expense the use of a carpeted room, by all means begin with that. The pianist is a necessity, but there are, alas, only too many for the demand, and you can secure one at a nominal sum.

But first of all your steps are to be looked into. In those childhood days you learned the "positions," but they seemed then a meaningless bore. Now you will realize their value as foundations for all subsequent lessons, but you are a bit rusty. Go without delay to the finest dancing-master within your reach — letting the reach extend to some other city or town than your own, if need be. Take from him some lessons for teaching, quite a different thing from lessons for ballroom use. These lessons are expensive, as much as five dollars each, perhaps, but only one or two are indispensable at the beginning. It is necessary to have some instruction each year before beginning classes, to be able to teach analytically the new dances that appear from time to time. And especially is instruction necessary to the

teacher, if she advances her pupils sufficiently to lead them into the graceful maze of the minuet.

“First catch your hare,” is as applicable to dancing classes as it is to a certain viand. Without pupils, the classroom, the piano, and the teacher’s knowledge would be in vain. It is supposed that any one who thinks of organizing a class in dancing, sees a reasonably good opportunity before her. If pupils can be chosen for the experimental first class, it is wise to take the little ones, for the tyro teacher has much to learn, and can practise on very young children with less embarrassment to herself. A young woman who once started on this principle was horrified at her first session to find her room lined with the critical parents of the infantile pupils, established for the afternoon in seats of inquiry and of judgment. The embarrassed teacher will never forget that unhappy day, but its horrors were never repeated, for she at once established the rule—dressed with tact and embellished with reasons—that attendants must await their charges in an outside room. This is the rule which all beginners must establish for their own comfort and for the better control of the children’s attention.

To obtain the children as pupils, their parents must be approached in ways varying with local conditions. The matter of acquaintances counts very strongly here, for people wish to know those into whose care they place young children. The daintiest kind of printed advertisements, mentioning the formation of classes, their place of meeting, and terms, should be sent to all who might become patrons. In addition to this it sometimes answers to visit in person all who have eligible children, stating the particulars and soliciting patronage. A card of introduction from a friend smooths this task, which is not a happy one. But a beginning must be made somehow, even though, as Byron declares, "Nothing is so difficult as a beginning."

There need be no limit to classes until each day of the week is filled. The morning is not for dancing. Only fauns and satyrs care for dancing while the dew is on the grass, for good children and well-brought-up are cultivating their heads and not their toes until after the midday meal. Evening classes are often formed for older pupils, for girls who have been slow in learning, and for boys nearly grown who have no other time to give. There

is another feature connected with evening classes, which is that they can be established for persons really grown, and may take on the air of social gatherings. This sort of thing is rarely possible in large cities, but in smaller places is quite practicable and profitable.

To get back to the subject of children's classes, which are really the most usual, it is well to take a hint concerning management from some of the best-known teachers. It is a rule with these to insist that new pupils shall take two lessons each week for the first term. Pupils are in this way kept from dragging behind, and from forgetting what they have learned. A term is usually twenty lessons. After a child has some knowledge of dancing, these twenty lessons may be spread over twenty weeks.

Classes of eight are the best to handle if it is possible to arrange such small ones. This gives just enough for a quadrille; but as there are apt to be absences, extra members should be included. Advanced classes may be of any size, for they take care of themselves, more or less. Discipline of the strictest kind is necessary in all classes, and is not always easy to maintain, for many children have none at home.

The tuition fee varies so much with localities that a hard and fast rule for bills is impossible to establish. The sum varies all the way from the maximum of thirty dollars for twenty lessons down to ten dollars for the same. Private lessons are one dollar or two dollars each.

A word must be said concerning the dress of the woman teacher. She should wear a skirt which is six or eight inches off the ground, to enable her pupils to watch every movement of her feet. If this is not done, she cannot teach.

Fancy dancing is a pretty drawing-room accomplishment for young girls, and many mothers are desirous of having their daughters learn it because of its value in rendering the figure supple and graceful. But instructors in this accomplishment must have had a long training in stage dancing, and the field of employment is too limited to make it an eminently desirable occupation.

LIBRARIANS

If one can earn twenty-five hundred dollars a year by a preparation of two years, the time is not ill spent. This is a very roseate view of of what a woman may attain as a librarian if

she is industrious and persevering and has a normal intelligence. The sum which she will receive when she takes her first position after graduating from a school of high repute is from fifty to sixty dollars a month—not at all a despicable sum—and this pay increases as the individual proves her worth. A salary of twenty-five hundred dollars means that its recipient is at the head of some large public library, a position occupied by several women in various parts of the country.

The cost of an equipment, that is, a special education, is about seventy-five dollars a year, and the course of study extends over two years. Like all technical training, the studies embrace many things which are tributary to, but seem quite apart from, daily library work. The object of breadth in study is to give pupils an idea of the intimate connection of a librarian with the outside world. To one shut up with rows of unopened books into which there is no time to peep, the work would become dry and technical were wider subjects of education not considered. Many subjects connected with the work are intensely interesting, book-binding, rare editions, the making of books, etc. Besides this, is the study of authors and the

never ending pleasure connected with observing the frequenters of the library.

The public library and the public school are two institutions on which America pins her faith. The school is everywhere in evidence, but the library is closely following it. This movement it is which creates a need for the skilled librarian. A few books on a shelf can be managed by almost any methodical attendant, but when the volumes and the readers go up into the thousands, a trained keeper is needed.

The course of study is not difficult, but requires the application which comes of a determination to succeed. It includes library handwriting, — which is the vertical style, — typewriting, cataloguing, routine of circulating department, bibliography, history of books and printing, and a dozen other things. In short, the trained attendant who takes your returned book and gives you another over the library counter must have studied widely before she gained that sheltered post.

REAL ESTATE

Dealing in real estate seems essentially a man's business, but it is a fact that many men

who make fortunes in speculative building and buying are advised by women. When you enter the business world you are astonished at finding its movements influenced by the same causes that influence human actions in private life. The personal equation is somewhat less, but human desires are the leading motives. A woman who peeps into the real estate business is quick to see these things with her inborn instinct. By way of illustrating, consider the class of property known as resident. To men the changes occurring in values are a constant surprise. It is supposed at one time that lots on the eastern side of the city have a great future, and often seem to warrant the prophecy; but of a sudden the west side of the town grows fashionable, prices take a jump, and investors in east side lots look with chagrin at their shrinking values. An observant woman would probably not have made the mistake of a false prophecy. The points of desirability in real estate, according to a man's view, are a healthful situation, a fine prospect, and accessibility. These things lead him into many mistakes. How does a woman look at it? She, with a keen sense for things fashionable, applies the same reasoning to real estate that she would to

gowns or table service. If a woman of fashion wears a certain style of hat, that is the style to emulate; if this same fashionable lady locates her home in the western or the northern extension of the city, or in one of its old-fashioned streets, that is the fashionable trend, and that is the place where resident property will largely increase in value. The matter is one of caprice, but that is the very reason why men ignore this sign of the times and why women are quick to read it. This is only one of the ways in which a woman's instinct may serve her in real estate business.

To descend to practical things, a position in the office of an established real estate firm is the best college for a woman whose taste leads her in the direction of this business. This position will not only give her a knowledge of the technicalities of the business, but will be the opening wedge for better things. If she has any talent in the way of business, it will here become developed. The sale of large properties in cities is difficult of accomplishment by women because in large matters men, as a rule, prefer to deal with men, but there is an opportunity in the management of renting property. Indeed, renting is most successfully accomplished by women.

For the renting of resident property they are especially fitted, knowing how to show the advantages of the property and gloss over its imperfections. In conducting an independent business, one per cent of the amount of the exchange on sales is the commission received; two per cent is the commission on rentals. In small cities, or on the fringe of large ones, women have been remarkably successful in buying for speculation or investments. They have taken small sums and turned the money over many times, always with a large margin of profit. This business is an exciting one because of its risks, and is only open to those with considerable capital.

LIFE INSURANCE

When the insurance companies refused risks on women, there was little chance for women agents. Nowadays it would seem from the inducements held out that women are as desirable policy holders as men. Indeed, the inducements offered to insure life are so numerous as to be almost irresistible. The insurance company seems to run a lively race with the savings bank, with the odds in favor of the insurance company. Every objection the public has made

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has been met and accommodated with a special favor, so that now money placed with the insurance company will yield an income and return to the insured at almost any time he may elect; in other words, the one insured is made the beneficiary of his own improvements, instead of having no alternative but to make life easier for his heirs. The reasons for insuring increase with each advantage offered by the companies. The woman of means insures because she can spare the yearly premium without crippling her purse, and is thus sure of leaving a handsome sum to those who come after her. The working woman scarcely dares not to insure when the matter is placed before her by a clever solicitor, who urges that every young woman is the mother of her own old age and should prepare for it. A time will come when she can no longer work, which is the time when the insurance company will, in return for her prudence, give her an annuity for the rest of her life — a most alluring prospect.

It is a consideration of all these things that inspires women to take the agency of life insurance companies. It is a desirable occupation for the right sort of woman, and a considerable profit may be made in this way.

In this business, almost more than in any other, the personality of the worker counts. First, she must thoroughly believe in the advantages which her company offers. She must be well informed on every subject pertaining thereto, and must have sufficient argumentative ability to meet opposition. Above all, she must have personal magnetism and strong persuasive power. Some sympathy, much strength, and a little humor must all show in her manner.

It is not possible to walk into the houses of gentlewomen and insist upon insuring them. The visit would be undignified and would be regarded as an intrusion. Therefore the woman who makes a success at soliciting uses her ingenuity to obtain letters or cards of introduction to the people whom it is desirable for her to meet.

The payment is on the basis of percentage, some companies giving as high as seventy per cent of the first year's premium. Thus on a policy of two thousand dollars which pays a premium of one hundred dollars a year, the agent's pay would be seventy dollars. But two thousand dollars is a smaller policy than most people take out.